

Annual Report

Town of Tewksbury Massachusetts



1986

In Memoriam

The 1986 Annual Town Report is dedicated to the deceased Town Officials and Town Employees who have devoted their lives to the betterment of our Town.

Eleanor Donovan
Treasurer/Collector's Office

Violet McLaughlin
Assessors' Office

Mary P. Novo
Patriotic Activities Committee
Historic Commission
Chairman 250th Town
Celebration Committee

Alice G. Mackey
Election Staff

Elizabeth F. Mackey
Election Staff

Catherine F. Whitman
Dept. of Public Health

Ralph Josselyn
Election Staff

Paul Testa
Housing Authority 1964-1973

ON THE COVER

*From Wamesit Hand Tub of 1978
to Tewksbury's new 1986 Ladder One
and 1986 Engine #1*

General

Government

Biograph

Town Officers

Elections

Town Committees

Town Meeting Warrants

Annual and Specials

Biograph

1. *Town:*
Tewksbury, Massachusetts
Incorporated in 1734
2. *County:*
Middlesex, ss.
3. *Location:*
At the junction of two new superhighways in northeastern Massachusetts, U.S. Interstate 495 and U.S. Interstate 93. The Town is bordered on the north by the Merrimack River, northeast by Andover, southeast by Wilmington, southwest by Billerica and borders on Lowell on the west. It is 21 miles from Boston, 50 miles from Worcester, 30 miles from Salisbury Beach and 230 miles from New York City.
4. *Population:*

1960 — 15,902	1980 — 24,478
1970 — 22,755	1986 — 26,100
5. *Land Areas:*
20.70 square miles;
10,798.5 acres assessed
6. *Density:*
Person per square mile:

1960 — 768	1980 — 1182
1970 — 1099	1985 — 1260
7. *Climate:*
Mean annual precipitation — 43.40 inches.
Mean temperature: in January, 26.6 degrees; in July, 73.7 degrees.
8. *Elevation:*
Highest point: Ames Hill, 363 feet;
North section: 200 feet;
West section: 150 feet;
Center, 120 feet;
South section, 150 feet above mean sea level.
9. *Topography:*
Fairly level terrain, with elevations varying from 100 feet to 200 feet above sea level. Soil is a mixture of sandy soil in southern section, wet and moist and of good texture along the central and northern sections.
10. *Established:*
Inhabitants separated from Billerica in 1733.
First Town Meeting held January 14, 1734.
Duly incorporated December 23, 1734.
11. *Form of Government:*
Open Town Meeting.

Elected Officers

Selectmen

Charles E. Coldwell, Chrm.	1987
William D. Hallisey	1988
Charles T. Coppola	1989
Paul H. Sullivan	1988
John J. Kelley, Jr.	1989

Board of Health

Joan Dunlevy, Chrm.	1987
John Lu	1988
Robert D. Rauseo	1989

Assessors

Norman Boudreau, Chrm.	1988
Charles Stella	1989
Barbara Flanagan	1987

Town Clerk

Elizabeth Carey	1987
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Treasurer/Collector

Lewis Tremblay	1987
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Auditor

Thomas Berube	1988
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Moderator

William Hurton	1987
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Planning Board

Robert Fowler, Chrm.	1988
Robert Sullivan	1990
George Donovan	1991
Joseph Doherty	1987
Wilfred Lambert	1989

School Committee

Thomas Cooke, Chrm.	1987
William Emerson	1989
Benjamin Maxwell	1989
Lou Carciofi	1988
Charles LaBella	1988

School Committee — Regional Tech.

Richard Griffin	1989
Peter Downing	1988

Housing Authority

Mary Delaney	1988
Leo Chibas	1990
Roland Roy	1991
*William Schuellein, Chrm.	1986
Louise Gearty	1989

*State Appointee

Trust Fund Commissioners

Richard Stanton	1989
Charles Gaffney	1987
Mark Roberts	1988

Library Trustee

Thomas McLeod, Chrm.	1989
George R. Collins	1989
Mildred Mulno	1987
Robert Kerber	1987
Sandra McPhail	1988
Donna Haines	1988

Appointive Officers

Executive Secretary — Sandra A. Barbeau

Town Counsel — Charles Zaroulis, Esq.

Animal Inspector — James Manley

Appraisers — Board of Selectmen

Attendance Officer — Robert Cook/George Hazel

Board of Appeals

Peter Downing, Chrm.	1988
Bruce Gordon, Jr.	1989
Donald McKinley	1987
Ronald Girard	1988
Louis Carciofi	1988

Associate Members

Charles Gaffney	1987
Mark O'Neill	1987
Roger F. LaFrenier	1987
James T. Sullivan	1987
Richard Piecewicz	1987
Scott Consaul	1987
Patricia DiBiase	1987

Board of Registrars

Edward Creamer	1989
Robert Hunter	1987
Elizabeth Carey, Clerk	1987
Frederick Montague	1988

Building Commissioner

William Granfield
George Nuttall
George Nawn

Cemetery Officer — John Collins

Civil Defense Director — Michael Sitar

Constables — Expiration Date 1987

Sandra Barbeau	Armand Soucy
Alfred Hanley	Donald Stout
Edwina Hudson	John D. Sullivan
Paul Johnson	James Viola
William Zampbell	James R. Penuel
Walter McAvoy, Jr. & Sr.	Wilson E. Brazile
Harold Morang	Walter Collins
Mary Raddatz	Timothy Lynch
Peter Routsis	Albert Pongonis
Rudy Simpson	Joseph R. Smith

Dog Officer			
Walter Collins	1987	Mary Love	1989
		Hetta Thompson	1988
		JoAnne Aldrich	1988
Fence Viewers		Paul McAskill	1987
Kenneth Stackhouse	1987	Dennis DeDeo	1987
Paul Johnson	1987		
Anthony Alessandro	1987	Finance Committee	
		Dan Power	
DPW Superintendent — William Burris		Joseph Gill	
		Elias Cooney	
Town Historian — Thomas Conlon		Kathleen Kinsella	
		Thomas Boyle, Chrm.	1988
Veterans Agent — Thomas Hodgson		Joan DiSousa	
		Thomas Culhane	
Labor Service Director/Affirmative Action Officer		David O'Brien	1988
Handicapped Access Coordinator		Philip Doherty	1988
Thomas Hodgson		Salvatore Muccio	1987
		Robert Lombardi	1988
Veterans Burial Indigent		Michael Tressler	
Farmer & Dee Inc.			
Tewksbury Funeral Home		Historic Commission	
		Priscilla Coldwell	1988
Veterans Grave Officer — Harry Patterson		Paul Roberts	1988
		Mark Roberts	1986
Wire Inspector		James J. Gaffney	1990
Jeremiah Delaney		Kathleen Kinsella	1990
Philip Souza (alternate)		Jack Lu	1990
Weighers		Industrial Commission	
Edward H. Bowley		Henry Borazzo	1989
Thomas E. Bowley		Thomas Girard	1990
Winston C. Briggs		Edward G. Brown	1986
Kenneth T. Tripp		Charles Coppola, Chrm.	1988
George Brazee			
Domenic Pensanalli		Municipal Building Committee	
Thomas W. Dewhist		Lawrence Driscoll	1987
Paul E. Allen		Robert Ryan	
Paul E. Allen, Jr.		Thomas L. Cook	
Brian E. Allen		William J. Latta	
Sealer of Weights & Measures — Frank Sullivan		Northern Middlesex Area Commission	
		Edward Flanagan, Board of Selectmen Rep.	
		Personnel Board	
		Robert Aherne	1987
		Maureen Kelley (Emp. Rep.)	1989
		David Cleland	1988
		Kathleen McLeod	1988
		Michael F. Skerry	1989
		Recreation Commission	
		John Miller, Chrm.	1988
		Ernest Lightfoot	1987
		Edward Blades	1987
		Dennis Hogan	1990
		William Blakeney	1991
		Solid Waste Representative — Edward Flanagan	
		Industrial Development Financing	
		Charles A. Gaffney	1988
		John Forman	1989
		Arthur Ford	1990
		Gail Perdicaro	1991
		Thomas H. McLeod	1987

Appointed Committees

Conservation Commission			
Robert Greenleaf	1989		
Robert Rodgers, Chrm.	1988		
Harvey Card	1987		
Peter Peters	1988		
Cosmo DiBiase	1989		
Frank Groom	1988		
Barbara Spada	1988		
Council on Aging			
Susan Sullivan	1989		
Anna F. Yonaker	1989		
Bernice Sprague	1987		
Kisbro Najjar	1987		
Ruth McDermott	1989		
Warren Hupper	1989		

Cable Advisory Comm.

Edmund Stoddard
William Hurton
Don Stewart
Frank Antonelli
Gail Tressler

Patriotic Activities Comm.

John Rosano
Thomas Conlon
Louis Madden
Richard Sutherby
Mark Robert
Charles English
Robert Fay
Norma Doherty
Alexander Gretskey

Arts Lottery Commission

Karen Gagne
Bess Shilensky
Barbara Karner
Mark Roberts
Mary Jane Marcucci
Susan Sullivan
Ellen Baldwin
Jay Connolly
Betty Scott
Anthony Coviello

Town Manager Screening Committee

David Beattie
Marie Sweeney
Jerome E. Selissen, Chrm.
Guy Gallelo
Lawrence A. Polimeno

Special Government Districts

Senators in Congress:

HONORABLE EDWARD M. KENNEDY (D)
Senate Office Building, Washington

HONORABLE JOHN KERRY (D)
Senate Office Building, Washington

Congressional District: 7th

EDWARD J. MARKEY
House of Representatives, Washington

State Government

PATRICIA McGOVERN (D)
Second Essex & Middlesex Senatorial Districts
Senate Offices: State House, Boston, Mass.

JAMES R. MICELI (D)
Twentieth Middlesex District of General Courts:
House of Representatives, State House
Boston, Mass.

County Government**Commissioners:**

Michael E. McLoughlin
Bill Schmidt
Thomas J. Larkin

Annual Town Election

Tewksbury, Massachusetts
April 5, 1986

At a meeting of the inhabitants of the Town of Tewksbury, called by proper warrant and qualified to vote in Town affairs, held this day at the High School for Precinct 1 and 1A, Trahan School for Precinct 2 and 2A, North Street School for Precinct 3 and 3A and the Junior High School for Precinct 4, the following business was transacted. Registers on ballot

boxes in the seven Precincts showed 0000, and check lists were in order. Polls opened at 10:00 A.M. and closed at 8:00 P.M. There were 4546 votes cast. Precinct 1 — 664; Precinct 1A — 733; Precinct 2 — 532; Precinct 2A — 537; Precinct 3 — 642; Precinct 3A — 747; Precinct 4 — 691.

Precinct 1	Judith Colman, Warden	- Alice Casazza, Clerk
1A	Judith Colman, Warden	- Gladys Collins, Clerk
2	Mary Proverb, Warden	- Celia Wolff, Clerk
2A	Mary Proverb, Warden	- Maxine Drew, Clerk
3	Lorraine Whitten, Warden	- Barbara Cook, Clerk
3A	Lorraine Whitten, Warden	- Dorothy Demarais, Clerk
4	Patricia Hennessy, Warden	- Rita O'Brien, Clerk

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
TWO SELECTMEN — THREE YEARS								
Thomas R. Girard	159	117	97	117	167	126	136	919
Brian Sheehan	172	194	112	116	137	224	135	1090
Charles Coppola	402	465	358	351	396	438	455	2865*
John J. Kelley, Jr.	471	543	367	372	466	513	481	3213*
Others	2	3	2	3	1	0	2	13
Blanks	122	144	128	115	117	193	173	992
BOARD OF HEALTH — THREE YEARS								
Robert D. Rauseo	497	552	416	405	441	508	491	3310*
Others	1	3	0	2	2	0	2	10
Blanks	166	178	116	130	199	239	198	1226
ASSESSOR — THREE YEARS								
Charles J. Stella	496	537	413	381	431	512	498	3268*
Others	0	2	0	1	0	0	2	5
Blanks	168	194	119	155	211	235	191	1273
MODERATOR — ONE YEAR								
William J. Hurton	519	551	422	405	463	539	515	3414*
Others	1	1	0	1	1	2	1	7
Blanks	144	181	110	131	178	206	175	1125
PLANNING BOARD — FIVE YEARS								
George B. Donovan	492	529	403	402	413	488	480	3207*
Others	0	3	0	1	0	0	2	6
Blanks	172	201	129	134	229	259	209	1333
SCHOOL COMMITTEE — THREE YEARS								
James E. Sullivan	248	233	183	148	234	279	224	1549
Bill Emerson	478	483	320	286	407	450	479	2903*
Benjamin J. Maxwell	290	381	251	253	292	316	309	2092*
Patricia M.W. Meuse	181	212	200	268	184	219	192	1456
Others	1	1	0	2	1	0	2	7
Blanks	130	156	110	117	166	230	176	1085

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
SCHOOL COMMITTEE — UNEXPIRED 2 YEAR TERM								
Scott J. Consaul	143	168	145	135	126	200	134	1051
Sonja I. Cuneo	175	203	148	165	256	252	183	1382
Charles J. LaBella	291	298	175	185	190	201	286	1626*
Others	0	1	0	0	0	0	2	3
Blanks	55	63	64	52	70	94	86	484
REGIONAL VOCATIONAL SCHOOL — THREE YEARS								
Richard E. Griffin	479	518	387	392	448	511	478	3213*
Others	4	1	0	0	0	0	5	10
Blanks	181	214	145	145	194	236	208	1323
HOUSING AUTHORITY — FIVE YEARS								
Rolland J. Roy	499	542	402	402	425	498	506	3274*
Others	0	0	0	0	0	0	2	2
Blanks	165	191	130	135	217	249	183	1270
TRUSTEES PUBLIC LIBRARY — UNEXPIRED 1 YEAR TERM								
Robert F. Kerber	503	542	394	406	446	492	488	3271*
Others	0	1	0	0	0	0	1	2
Blanks	161	190	138	131	196	255	202	1273
TRUSTEES PUBLIC LIBRARY — THREE YEARS								
George R. Collins	487	545	388	388	433	493	477	3211*
Thomas H. McLeod	490	514	371	381	420	462	466	3104*
Others	0	0	0	0	0	0	2	2
Blanks	351	407	305	305	431	539	437	2775
TRUST FUND COMMISSIONER — THREE YEARS								
Richard J. Stanton	487	521	402	389	426	489	474	3188*
Others	0	0	0	0	0	0	0	0
Blanks	177	212	120	148	216	258	217	1358

QUESTION NO. 1

Shall the Town of Tewksbury be allowed to exempt from the provisions of Proposition two and one-half, so called, the amounts required to pay the bond issued in order to construct sewers, sewerage system and sewer pump station for the following considered streets:

Algonquin Drive	Elm Street	Bond Street	So. Amos Street
Wamesit Road	St. Mary's Road	Lakeview Avenue	Amos Street
Brook Field Road	Joy Street	Arnold Road	Oliver Street
Pinewold Avenue	Myrtle Street	Wightman Road	Rhoda Street
Edgewood Road	White Street	Albert Street	Herbert/Ida Street
Woodside Terrace	Pearl Street	Mark Road	So. Rhoda Street
Birch Street	Cross Street	Shawsheen Street	So. Elizabeth Street
Roosevelt Road	Trudeau Lane	Kenneth Lane	Chandler Street
State Street	Oak Street	Lloyd Road	Cobleigh Drive
Callahan Street	Water Street	Regan Road	Andover Street
Finn Street	Frances Street	Cynthia Road	Blacksmith Lane
Adams Street	Laurence Street	Knollwood Road	Pillsbury Avenue
Laite Road	Temple Street	Strang Street	Pleasant Street
Clyde Avenue	South Street	Patricia Drive	Access Road to School
Maplewood Avenue	Various Cross Country	Charme Road	
YES — 1560	NO — 2646		

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
QUESTION NO. 1								
YES	200	221	211	204	193	248	283	1560
NO	428	468	279	294	405	432	340	2646
Blanks	36	44	42	39	44	67	68	340

Attest:
Elizabeth A. Carey, CMC
Town Clerk

State Primary

September, 16, 1986

At a meeting of the inhabitants of the Town of Tewksbury, called by proper warrant and qualified to vote in Town affairs, held this day at the High School for Precinct 1 and 1A, Trahan School for Precinct 2 and 2A, North Street School for Precinct 3 and 3A and the Junior High School for Precinct 4, the following business was transacted. Registers on ballot boxes in the seven Precincts showed 0000, and check lists were in order. Polls opened at 7:00 A.M. and closed at 8:00 P.M. There were 2620 Democratic ballots cast and 235 Republican

ballots cast. Precinct 1 — 350 Democratic ballots and 31 Republican ballots; Precinct 1A — 406 Democratic and 38 Republican ballots cast; Precinct 2 — 349 Democratic ballots and 28 Republican ballots; Precinct 2A — 327 Democratic ballots and 26 Republican; Precinct 3 — 334 Democratic and 47 Republican ballots cast; Precinct 3A — 400 Democratic and 34 Republican ballots; Precinct 4 — 454 Democratic ballots and 31 Republican ballots.

Precinct 1	Judith Colman, Warden	- Alice Casazza, Clerk
1A	Judith Colman, Warden	- Gladys Collins, Clerk
2	Mary Proverb, Warden	- Celia Wolff, Clerk
2A	Mary Proverb, Warden	- Maxine Drew, Clerk
3	Lorraine Whitten, Warden	- Barbara Cook, Clerk
3A	Lorraine Whitten, Warden	- Dorothy Demarais
4	Patricia Hennessy, Warden	- Rita O'Brien

DEMOCRATIC BALLOT

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
GOVERNOR								
Michael S. Dukakis	250	291	260	252	213	260	318	1844
Others	3	2	0	13	1	4	2	25
Blanks	97	113	89	62	120	136	134	751
LT. GOVERNOR								
Gerard D'Amico	135	168	119	98	135	122	157	934
Evelyn F. Murphy	195	222	213	217	179	248	271	1545*
Others	0	0	0	0	0	0	0	0
Blanks	20	16	17	12	20	30	26	141
ATTORNEY GENERAL								
James M. Shannon	221	268	250	225	222	254	340	1740*
JoAnn Shotwell	111	119	85	87	95	128	126	751
Others	0	0	0	0	0	0	1	1
Blanks	18	19	14	15	17	18	27	128
SECRETARY								
Michael Joseph Connolly	269	319	274	251	232	278	356	1979*
Others	0	1	0	0	0	0	0	1
Blanks	81	86	75	76	102	122	98	640
TREASURER								
Robert Q. Crane	253	291	258	232	208	256	333	1831*
Others	0	0	0	0	0	2	0	2
Blanks	97	115	91	95	126	142	121	787
AUDITOR								
A. Joseph DeNucci	176	207	174	169	167	192	251	1336*
Maura A. Hennigan	103	116	92	102	92	128	122	755
Charles Calvin Yancey	38	42	37	24	30	32	40	243
Others	0	0	0	0	0	1	0	1
Blanks	33	41	46	32	45	47	41	285
CONGRESSMAN								
Edward J. Markey	270	313	264	270	230	271	354	1972*
Others	0	0	0	0	0	0	1	1
Blanks	80	93	85	57	104	129	99	647
COUNCILLOR								
John F. Markey	242	280	241	234	215	237	306	1755*
F. Kelley Landolphi	73	86	70	57	57	107	89	539
Others	0	0	0	0	0	0	0	0
Blanks	35	40	38	36	62	56	59	326

DEMOCRATIC BALLOT

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
SENATOR IN GENERAL COURT								
Patricia P. McGovern	279	333	289	271	245	309	356	2082*
Others	0	0	0	1	0	0	0	1
Blanks	71	73	60	55	89	91	98	537
REPRESENTATIVE IN GENERAL COURT								
James R. Miceli	289	349	288	269	271	311	364	2141*
William J. Noll	51	45	52	51	50	67	80	396
Others	0	0	0	0	1	2	0	3
Blanks	10	12	9	7	12	20	10	80
DISTRICT ATTORNEY								
L. Scott Harshbarger	231	278	217	217	215	252	301	1711*
Stephen J. McGrail	101	102	106	87	97	111	120	724
Others	3	0	0	0	0	0	0	3
Blanks	15	26	26	23	22	37	33	182
SHERIFF								
John P. McGonigle	186	226	203	216	155	196	236	1418
Henry E. Sullivan	138	139	109	88	134	155	173	936
Others	0	0	0	0	0	0	0	0
Blanks	26	41	37	23	45	49	45	266
COUNTY COMMISSIONER								
Bill Schmidt	85	95	87	83	80	85	93	608
Barbara J. Auger Collins	50	58	49	62	58	65	75	417
Anthony D. Pini	31	21	32	20	14	26	27	171
Paul Harold Sullivan	172	217	161	140	161	211	236	1298
Others	0	0	0	0	0	0	0	0
Blanks	12	15	20	22	21	13	23	126

REPUBLICAN BALLOT

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
GOVERNOR								
Gregory S. Hyatt	11	20	16	14	26	20	17	124
Royall H. Switzler	11	10	2	4	7	6	9	49
George Kariotis	6	3	2	5	7	1	2	26
Others	0	0	0	1	0	0	0	1
Blanks	3	5	8	2	7	7	3	35
LIEUTENANT GOVERNOR								
Nicholas M. Nikitas	25	30	22	33	31	29	30	190
Others	0	0	0	0	2	0	0	2
Blanks	6	8	6	3	14	5	1	43
ATTORNEY GENERAL								
Edward F. Harrington	29	34	22	22	36	29	28	200
Others	0	0	0	0	0	0	0	0
Blanks	2	4	6	4	11	5	3	35
SECRETARY								
Deborah R. Cochran	22	30	22	20	34	29	27	184
Others	0	0	0	0	0	0	0	0
Blanks	9	8	6	6	13	5	4	51
TREASURER								
L. Joyce Hampers	26	34	20	20	38	29	26	193
Others	0	0	0	0	0	0	0	0
Blanks	5	4	8	6	9	5	5	42
AUDITOR								
Andrew S. Natsios	10	8	8	7	16	6	10	65
William "Bill" Robinson	19	27	17	17	28	26	20	154
Others	0	0	0	0	0	0	0	0
Blanks	2	3	3	2	3	2	1	16
CONGRESSMAN								
Others	2	3	0	0	2	2	0	9
Blanks	29	35	28	26	45	32	31	226

REPUBLICAN BALLOT

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
COUNCILLOR								
John P. Harris	19	28	20	18	32	31	28	176
Other	0	0	0	0	0	0	0	0
Blanks	12	10	8	8	15	3	3	59
SENATOR IN GENERAL COURT								
Others	2	1	0	0	1	1	0	5
Blanks	29	37	28	26	46	33	31	230
REPRESENTATIVE IN GENERAL COURT								
Others	1	1	0	0	1	1	0	4
Blanks	30	37	28	26	46	33	31	231
DISTRICT ATTORNEY								
Others	1	2	0	0	1	0	0	4
Blanks	30	36	28	26	46	34	31	231
SHERIFF								
Others	2	0	0	0	3	1	0	6
Blanks	29	38	28	26	44	33	31	229
COUNTY COMMISSIONER								
Albert Joseph Onessimo	20	31	0	17	28	24	28	148
Others	0	0	0	0	1	0	0	1
Blanks	11	7	28	9	18	10	3	86

Attest: Elizabeth A. Carey, CMC
Town Clerk

State Election

November 4, 1986

At a meeting of the inhabitants of the Town of Tewksbury, called by proper warrant and qualified to vote in Town affairs, held this day at the High School for Precinct 1 and 1A, Trahan School for Precinct 2 and 2A, North Street School for Precinct 3 and 3A and the Junior High School for Precinct 4, the following business was transacted. Registers on ballot boxes

in the seven Precincts showed 0000, and check lists were in order. Polls opened at 7:00 A.M. and closed at 8:00 P.M. There were 7204 ballots cast. Precinct 1 — 985 ballots cast; Precinct 1A — 1139 ballots cast; Precinct 2 — 933 ballots cast; Precinct 2A — 958 ballots cast; Precinct 3 — 1016 ballots cast; Precinct 3A — 1020 ballots cast; and Precinct 4 — 1153 ballots cast.

Precinct 1	Judith Colman, Warden	- Alice Casazza, Clerk
1A	Judith Colman, Warden	- Gladys Collins, Clerk
2	Mary Proverb, Warden	- Celia Wolff, Clerk
2A	Mary Proverb, Warden	- Maxine Drew, Clerk
3	Lorraine Whitten, Warden	- Barbara Cook, Clerk
3A	Lorraine Whitten, Warden	- Dorothy Demarais, Clerk
4	Patricia Hennessy, Warden	- Rita O'Brien, Clerk

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
GOVERNOR/LT. GOVERNOR								
Dukakis/Murphy	560	691	589	603	522	545	702	4212*
Kariotis/Nikitas	380	390	306	315	439	428	388	2646
Blanks	37	54	38	40	52	44	58	323
Others	8	4	0	0	3	3	5	23
ATTORNEY GENERAL								
Harrington	442	446	333	330	492	448	442	2933
Shannon	506	661	571	598	490	544	672	4042*
Blanks	36	31	29	30	34	28	39	227
Others	1	1	0	0	0	0	0	2
SECRETARY OF STATE								
Connolly	614	749	650	644	560	629	766	4612*
Cochran	307	330	236	263	382	320	318	2156
Blanks	63	60	47	51	72	71	69	433
Others	1	0	0	0	2	0	0	3

TREASURER

Crane	504	639	544	516	455	495	621	3774*
Hampers	418	442	355	392	521	476	476	3080
Blanks	62	57	34	48	40	48	55	344
Others	1	1	0	2	0	1	1	6

AUDITOR

DeNucci	526	686	603	567	482	530	687	4081*
Robinson	385	372	271	320	451	415	391	2605
Blanks	74	81	59	70	83	75	75	517
Others	0	0	0	1	0	0	0	1

REPRESENTATIVE IN CONGRESS

Markey	703	874	728	755	687	694	884	5325*
Blanks	270	253	203	199	328	320	265	1838
Others	12	12	2	4	1	6	4	41

COUNCILLOR

Markey	576	724	650	617	541	585	755	4448*
Harris	304	315	209	253	384	318	277	2060
Blanks	105	99	74	88	90	117	121	694
Others	0	1	0	0	1	0	0	2

SENATOR IN GENERAL COURT

McGovern	750	924	754	791	742	766	915	5642*
Blanks	231	212	179	165	274	253	237	1551
Others	4	3	0	2	0	1	1	11

REPRESENTATIVE IN GENERAL COURT

Miceli	826	992	800	839	834	828	981	6100*
Blanks	154	142	133	117	181	191	169	1087
Others	5	5	0	2	1	1	3	17

DISTRICT ATTORNEY

Harshbarger	768	932	738	782	750	743	908	5621*
Blanks	216	204	194	176	266	277	244	1577
Others	1	3	1	0	0	0	1	6

SHERIFF

McGonicle	720	880	728	758	704	687	856	5333*
Blanks	265	257	204	200	312	333	295	1866
Others	0	2	1	0	0	0	2	5

COUNTY COMMISSIONER

Schmidt	560	727	628	628	536	556	721	4356*
Onessimo	291	281	218	219	353	302	274	1938
Blanks	130	129	87	111	124	162	157	900
Others	4	2	0	0	3	0	1	10

MIDDLESEX COUNTY CHARTER COMMISSIONER

Cain	681	796	668	691	654	630	778	4898*
Blanks	300	342	262	265	360	389	374	2292
Others	4	1	3	2	2	1	1	14

QUESTION A

Shall a charter study commission be created to study the present governmental structure of Middlesex county to consider and make findings concerning the form of government and make recommendations thereon?

YES — 3856

NO — 2065

BLANKS — 1283

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
YES	532	628	484	524	562	545	581	3856*
NO	289	333	279	272	273	279	340	2065
BLANKS	164	178	170	162	181	196	232	1283

QUESTION 1

PROPOSED AMENDMENT TO THE CONSTITUTION

Do you approve of the adoption of an amendment to the Constitution summarized below, *which was approved by the General Court in joint sessions of the House of Representatives and the Senate on June 27, 1984 by a vote of 120-67, and on April 30, 1986 by a vote of 123-69?*

YES — 3298
NO — 3720
BLANKS — 186

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
YES	489	548	422	382	468	453	536	3298
NO	464	570	483	556	527	546	574	3720*
BLANKS	32	21	28	20	21	21	43	186

QUESTION 2

PROPOSED AMENDMENT TO THE CONSTITUTION

Do you approve of the adoption of an amendment to the Constitution summarized below, *which was approved by the General Court in joint sessions of the House of Representatives and the Senate on December 12, 1984 by a vote of 108-79, and on April 16, 1986 by a vote of 107-87?*

YES — 2178
NO — 4894
BLANKS — 132

SUMMARY

The proposed constitutional amendment would allow the expenditure of public funds for private schools and private school students.

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
YES	335	393	281	221	295	320	333	2178
NO	634	734	628	718	703	684	793	4894*
BLANKS	16	12	24	19	18	16	27	132

QUESTION 3

LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, which was disapproved by the House of Representatives on May 6, 1986, by a vote of 49-93, and on which no vote was taken by the Senate before May 7, 1986?

YES — 4216
NO — 2739
BLANKS — 249

SUMMARY

The proposed law would reduce and then repeal the 7½% surtax on Massachusetts state income taxes and would limit state revenue growth to the level of growth in total wages and salaries of the citizens of the state.

It would set the rate of the surtax on Massachusetts state income taxes at 3¾% for tax years beginning during 1986, and it would repeal the surtax for tax years beginning on or after January 1, 1987.

The allowable state tax revenues for any fiscal year are limited to the allowable state tax revenues for the prior fiscal

SUMMARY

The Proposed constitutional amendment would allow the legislature to prohibit or regulate abortions to the extent permitted by the United States Constitution. It would also provide that the state constitution does not require public or private funding of abortions, or the provision of services or facilities for performing abortions, beyond what is required by the United States Constitution. The provisions of this amendment would not apply to abortions required to prevent the death of the mother.

It would remove primary and secondary schools from the list of non-public institutions barred from receiving public aid and would allow public money, property, or loans of credit to be used for founding, maintaining, or aiding those schools. The proposed amendment would also allow public financial aid, materials, or services to be provided to a non-public school student requesting such aid, but only if that school does not discriminate in its entrance requirements on the basis of race, color, national origin, religious belief, sex, or physical handicap. The state legislature would have the power to impose limits on aid, materials, or services provided to students.

year as increased by the average rate of growth of Massachusetts wages and salaries for the three immediately preceding calendar years. For purposes of calculating the proposed limit for fiscal year 1987, allowable state tax revenues for fiscal 1986 are the net tax revenues for that fiscal year, but excluding revenues derived from the surtax on state personal income tax. Further, if in any fiscal year the calculation of the limit results in allowable state tax revenues less than the amount of allowable state tax revenues for the prior year, then allowable state tax revenues for that fiscal year shall be equal to the allowable state tax revenues for the prior year. The revenues limited by this law would not include non-tax revenues such as federal reimbursements, tuitions, fees and earnings on investments.

The amount of allowable state tax revenues for any fiscal year would have to be reduced if a new state law were enacted allowing local government to impose new or increased taxes or excises. The reduction would be equal to the amount of revenue derived from the new tax or increase. The reduction in state tax revenues would first take effect in the fiscal year following the enactment of the new law authorizing new local taxes or increases.

If state tax revenues exceed the limit imposed by the pro-

posed law, as determined by the State auditor, a tax credit would have to be granted equal to the total amount of excess tax revenue. The credit would be applied to the then current personal income tax liability of all taxpayers in proportion

to their personal income tax liability in the preceding year.

The provisions of this Act could be enforced in court by a group of taxpayers.

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
YES	617	679	542	518	619	603	638	4216*
NO	338	423	356	404	359	390	469	2739
BLANKS	30	37	35	36	38	27	46	249

QUESTION 4

LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, which was approved by the House of Representatives on May 5, 1986, by a vote of 145-0, and on which no vote was taken by the Senate before May 7, 1986?

YES — 5550
NO — 1343
BLANKS — 311

SUMMARY

The proposed law would require the State Department of Environmental Quality Engineering (DEQE) to search for sites in the Commonwealth where oil or hazardous materials have been disposed of and to take all steps necessary to clean up those sites within specified time limits. Provisions are made for informing the public about sites in their communities.

Beginning on January 15, 1987, DEQE would be required to publish lists every three months of all sites where it has confirmed that uncontrolled oil or hazardous materials have been disposed of and locations to be investigated as possible disposal sites. The lists would describe what actions have been taken at each site or location. DEQE would be required to list, to the extent that it has identified, at least 400 possible disposal sites by January 15, 1987, 600 additional locations by January 15, 1988, and 1,000 additional locations in each subsequent year.

Within one year after a location is listed as a possible disposal site DEQE would be required to determine if further

investigation is warranted. If so, within two years after the listing, DEQE must confirm whether the location is a disposal site, and whether it poses an imminent or substantial hazard to health, safety, public welfare or the environment.

For sites found to pose a substantial hazard, DEQE would be required, within the next two years, to ensure that those hazards are eliminated and to develop a plan to eliminate permanently future risks from those sites. Imminent hazards would have to be eliminated immediately. For sites found not to pose any substantial hazards DEQE must, within seven years after the listing, ensure that the full extent of contamination is evaluated and that a plan to eliminate permanently future risks is developed.

The proposed law would require DEQE to provide public notice and encourage public participation. Within 30 days after completing a site investigation, DEQE would have to inform the public through local newspapers of the results of that investigation and of the rights of local citizens under the state law. If ten citizens of a town potentially affected by a site submit a request, DEQE would be required to develop a plan for involving the public in its cleanup decisions and present that plan at a public meeting. The chief municipal officer of a city or town in which a disposal site is located could appoint individual(s) to inspect the site on behalf of the community.

Massachusetts residents could bring lawsuits to enforce the provisions of the proposed law or to lessen a hazard related to oil or hazardous materials. If such a lawsuit is brought, a court could award costs, including reasonable fees for attorneys and expert witnesses.

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
YES	755	897	747	774	725	770	882	5550*
NO	188	200	147	154	237	204	213	1343
BLANKS	42	42	39	30	54	46	58	311

QUESTION 5

REFERENDUM ON AN EXISTING LAW

Do you approve of a law summarized below, which was approved by the House of Representatives on October 17, 1985, by a vote of 77-62, and which was approved by the Senate on October 17, 1985?

YES — 2564
NO — 4530
BLANKS — 110

SUMMARY

The law requires all drivers and passengers to wear properly adjusted and fastened safety belts while traveling in motor

vehicles on public ways. It does not apply to: children under five years old who are required by another law to wear safety belts or be restrained in safety car seats; passengers in vehicles where all safety belts are being used by others; passengers in buses; persons riding in vehicles built before July 1, 1966, or in which safety belts were not installed as original equipment; or persons who are certified by a physician to be physically unable to use safety belts. The law also does not apply to police officers, rural mail carriers, or drivers or passengers of other vehicles that stop frequently and travel at speeds not exceeding 15 miles per hour between stops.

Drivers or passengers sixteen years or older who do not wear safety belts are subject to a \$15.00 fine. The driver of a vehicle is also subject to a \$15.00 fine for each passenger under sixteen who does not wear a safety belt. This law, how-

ever, can be enforced only if the driver is stopped for a violation of another motor vehicle law. Safety belt violations will not result in surcharges on motor vehicle insurance premiums. The law also requires that when the Commissioner of Insurance sets motor vehicle insurance rates, the rates must reflect any savings attributable to increased use of safety belts.

The law also requires that all motor vehicles manufactured after September 1, 1989, that are sold or registered in Massachusetts be equipped with crash protection devices, as speci-

fied by federal regulations. Any manufacturer who sells or delivers motor vehicles that are not equipped with such safety devices will be subject to a fine of not more than \$100 for each sale or delivery. This law is not intended to eliminate the federal requirements for passive crash protection devices in motor vehicles.

The law also provides that a non-binding question, unlike this binding referendum, shall be placed on the 1986 general election ballot asking whether the voters approve of the law.

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
YES	386	410	277	343	380	366	402	2564
NO	590	717	644	603	613	635	728	4530*
BLANKS	9	12	12	12	23	19	23	110

QUESTION 6

LAW PROPOSED BY INITIATIVE PETITION

Do you approve of a law summarized below, *which was disapproved by the House of Representatives on May 6, 1986, by a vote of 56-93, and on which no vote was taken by the Senate before May 7, 1986?*

YES — 1934
NO — 4988
BLANKS — 282

SUMMARY

The proposed law would provide a system of voter registration by mail applicable to all qualified voters and would eliminate statutory provisions permitting certain persons to vote only for presidential electors.

Under this proposed law, the State Secretary would be required to prepare blank forms for affidavits of registration. The Secretary and local boards of registrars would be required to make such forms available to any person eligible to vote in whatever quantity the person requests and to transmit such forms, upon written request, to any person claiming to be qualified to vote. Registrars would also be required to make these forms available at all post offices and at other places within their municipalities. The Secretary would be required to establish a reasonable fee for providing more than 50 forms and to prepare instructions to accompany the forms.

A person seeking to register to vote would be required to complete the affidavit of registration and sign it under oath in the presence of a witness who is at least eighteen years old. The witness would be required to certify that the affidavit was signed in his presence and to date the affidavit.

A completed affidavit of registration could be either delivered or mailed to the appropriate registrar's office. If, from the facts set forth in the affidavit, it appears that the person is qualified to vote, the registrars would be required to add the person's name to the list of registered voters and to so notify the person by first-class, non-forwardable mail, unless the person's name already appears on the local list of residents at the same address. The cost of mailing such notices would be assumed by the Commonwealth, subject to appropriation. If in any year the General Court fails to appropriate funds for that purpose, such notices would not have to be sent. If such a notice is returned undelivered, the city or town clerk would be required to instruct election officials to challenge the person's right to vote at the next election in which he attempts to vote.

The proposed law would also impose criminal penalties of imprisonment for up to two years or a fine up to \$2,000 for knowingly or willfully making a false affidavit, taking a false oath, or signing a false certificate relative to the qualifications or registration of any person to vote.

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
YES	242	307	257	271	235	288	334	1934
NO	715	785	645	665	735	684	759	4988*
BLANKS	28	47	31	22	46	48	60	282

QUESTION 7

THIS QUESTION IS NONBINDING

Shall the Commonwealth of Massachusetts urge the United States Congress to enact a national health program which: provides high quality comprehensive personal health care including preventive, curative and occupational health services; is universal in coverage, community controlled, rationally organized, equitably financed, with no out-of-pocket charges, is sensitive to the particular health needs of all, and is efficient in containing its cost; and whose yearly expenditure does not exceed the proportion of the Gross National Product spent on health care in the immediately preceding fiscal year?

YES — 4753
NO — 2114
BLANKS — 337

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
YES	658	769	663	666	606	636	755	4753*
NO	279	325	234	251	357	329	339	2114
BLANKS	48	45	36	41	53	55	59	337

QUESTION 8

THIS QUESTION IS NONBINDING

Shall the Commonwealth of Massachusetts urge the President of the United States and the United States Congress to enact a national acid rain control program which would require a fifty percent reduction in total national sulfur dioxide emissions by the year nineteen hundred and ninety-five and which would allocate the required reductions in sulfur dioxide emissions, and the costs of achieving those reductions, equitably among the states?

YES — 5733
NO — 1141
BLANKS — 330

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
YES	815	913	770	788	759	794	894	5733*
NO	129	178	127	138	202	172	195	1141
BLANKS	41	48	36	32	55	54	64	330

Attest: Elizabeth A. Carey, CMC
Town Clerk

SPECIAL TOWN ELECTION

November 8, 1986

At a meeting of the inhabitants of the Town of Tewksbury, called by proper warrant and qualified to vote in Town affairs, held this day at the High School for Precinct 1 and 1A, Trahan School for Precinct 2 and 2A, North Street School for Precinct 3 and 3A and the Junior High School for Precinct 4, the following business was transacted. Registers on ballot boxes in the

seven Precincts showed 0000, and check lists were in order. Polls opened at 10:00 A.M. and closed at 8:00 P.M. There were 1274 ballots cast. Precinct 1 — 166 ballots cast; Precinct 1A — 221 ballots cast; Precinct 2 — 155 ballots cast; Precinct 2A — 167 ballots cast; Precinct 3 — 206 ballots cast; Precinct 3A — 187 ballots cast and Precinct 4 — 172 ballots cast.

Precinct 1	Judith Colman, Warden	- Alice Casazza, Clerk
1A	Judith Colman, Warden	- Gladys Collins, Clerk
2	Mary Proverb, Warden	- Celia Wolff, Clerk
2A	Mary Proverb, Warden	- Maxine Drew, Clerk
3	Lorraine Whitten, Warden	- Barbara Cook, Clerk
3A	Lorraine Whitten, Warden	- Dorothy Demarais, Clerk
4	Patricia Hennessy, Warden	- Rita O'Brien, Clerk

QUESTION NO. 1

"Shall an act be passed by the General Court in the year nineteen-hundred and eighty-six, entitled 'An act establishing a Selectmen-Town Manager form of government in the Town of Tewksbury' be accepted?"

YES — 1075
NO — 197
BLANKS — 2

	PREC. 1	PREC. 1A	PREC. 2	PREC. 2A	PREC. 3	PREC. 3A	PREC. 4	TOTAL
YES	149	188	130	142	173	153	140	1075*
NO	17	33	25	25	32	34	31	197
BLANKS	0	0	0	0	1	0	1	2

Attest: Elizabeth A. Carey, CMC
Town Clerk

ANNUAL TOWN MEETING

Annual Town Meeting May 5, 1986

Tewksbury Memorial High School
Pleasant Street
May 5, 7 and 8, 1986

Moderator William Hurton convened the 1986 Annual Town Meeting, called by proper Warrant, at 8:00 P.M., May 5, 1986. There were 552 registered voters and 18 visitors.

Rev. Stephen Melius, Pastor of the Tewksbury United Methodist Church of Tewksbury, offered the Invocation. A moment of silence was observed in memory of deceased Town Officials and Employees - William Irving Bailey, Joseph Bernardi, James Brooks, Elizabeth Burns, Leslie Collins, Eleanor Donovan, Richard Drew, George Gale, Bernard Greene, Mary Novo, Helen Regan, Paul Testa, Alan Qua and Catherine Whitman.

Birthday Wishes were extended to Rena Trull on the celebration of her 100th birthday. Rena was born on May 1, 1886.

On May 7, 1986 the Annual Town Meeting was reconvened at 8:00 P.M. with 470 registered voters and 13 visitors in attendance.

On May 8, 1986 the Annual Town Meeting was reconvened at 8:00 P.M. with 590 registered voters and 12 visitors in attendance.

ANNUAL TOWN MEETING May 5, 1986

ARTICLE 1. To choose all necessary Town Officers, to choose by ballot, Two (2) Selectmen for three years; One (1) member of the Board of Health for three years; One (1) Assessor for three years; One (1) Moderator for one year; One (1) Planning Board member for five years; Two (2) School Committee members for three years and One (1) School Committee member for an unexpired two year term; One (1) Regional Vocational School District Committee member for three years; One (1) Housing Authority member for five years; Two (2) Public Library Trustees for three years; One (1) Public Library Trustee for an unexpired one year term; and One (1) Trust Fund Commissioner for three years.

QUESTION NO. 1 Shall the Town of Tewksbury be allowed to exempt from the provisions of Proposition two and one-half, so called, the amounts required to pay for the bond issued in order to construct sewers, sewerage system and sewer pump station for the following considered streets:

Algonquin Drive	White Street	Regan Road
Wamesit Road	Pearl Street	Cynthia Road
Brook Field Road	Cross Street	Knollwood Road
Pinewold Avenue	Trudeau Lane	Strang Street
Edgewood Road	Oak Street	Patricia Drive
Woodside Terrace	Water Street	Charme Road
Birch Street	Frances Street	South Amos Street
Roosevelt Road	Laurence Street	Amos Street
State Street	Temple Street	Oliver Street

Callahan Street	South Street	Rhoda Street
Finn Street	Bond Street	Herbert/Ida Street
Adams Street	Lakeview Avenue	South Rhoda Street
Laite Road	Arnold Road	South Elizabeth Street
Clyde Avenue	Wightman Road	Chandler Street
Maplewood Avenue	Albert Street	Cobleigh Drive
Elm Street	Mark Road	Andover Street
St. Mary's Road	Shawsheen Street	Blacksmith Lane
Joy Street	Kenneth Lane	Pillsbury Avenue
Myrtle Street	Lloyd Road	Pleasant Street
		Access Road to School

Various Cross Country

Already accomplished at Annual Town Election April 5, 1986.

ARTICLE 2. To hear and act upon reports of the various town officers; or take any other action relative thereto.

Town Report available at check-in area.

Finance Committee Chairman, Jay Kelley, motioned to waive the reading of the Articles in the Annual Town Meeting Warrant. Motion was adopted by a voice vote. (8:10 P.M. 5/5/86)

Article 21 and Article 7 were the first two Articles drawn from the lottery and were acted upon by the Assembly.

Mrs. P. Coppola motioned to Reconsider Article 21. The motion was seconded.

Mr. A. DiCalegero motioned to withdraw the Reconsideration of Article 21 and explained to the Assembly that he and others would like to Reconsider the vote on waiving the reading of the Warrant Articles.

VOTED: To Reconsider the vote on waiving the reading of the Warrant Articles. Yes - 70, No- 240 (206.6) two-thirds vote required. Reconsideration failed. (8:24 P.M. 5/5/86)

Previous motion by Mr. Kelley stands. (5/5/86)

ARTICLE 3. To see if the Town will vote to fix the salaries of the several elected officials for the fiscal year 1986-87

	F/Y 86 Present Salary	F/Y 87 Requested Salary	F/Y 87 Fin. Comm. Recommendations	Voted
Assessors				
Chairman	13,000	25,000	19,000	13,000
Members (2)	6,500	7,500	7,000	6,500
Auditor	13,000	15,000	15,000	13,000
Board of Health				
Chairman	500	500	500	500
Members (2)	400	400	400	400
Moderator	500	500	500	500
Planning Board				
Chairman	1,000	1,000	1,000	1,000
Members (4)	700	700	700	700
Selectmen				
Chairman	7,000	7,000	7,000	7,000
Members (4)	6,000	6,000	6,000	6,000
Treasurer/Collector	35,000	35,000	35,000	35,000

MOTION: Finance Committee motioned to Adopt as printed in Finance Committee Recommendations.

Mrs. M. Niven motioned to Amend Article 3.

VOTED: Article 3 was adopted as amended, by a voice vote. (9:57 P.M. 5/5/86)

AMENDMENT: Motion to Amend Article 3 to read: Fiscal Year 1987 salaries to be as follows:

Assessor:
Chairman \$13,000
Members (2) \$ 6,500

On a voice vote the Moderator was uncertain. (9:45 P.M. 5/5/86)
A standing count was taken - 238 - YES, 186 - No (9:51 P.M. 5/5/86)

Auditor: \$13,000

A voice vote was adopted and questioned by seven voters. (9:52 P.M. 5/8/86)

A standing count was taken - 267 - YES, 142 - No (9:56 P.M. 5/5/86)

Mr. Paul McAskill motioned to Reconsider Article 3, "In hopes it doesn't prevail."

Reconsideration failed, no one stood in favor of Reconsideration. (9:58 P.M. 5/5/86)

ARTICLE 4. To see what sums of money the Town will vote to raise and appropriate or transfer from available funds, or otherwise, for its necessary and expedient purposes, hereinafter designated, and determine that the same be expended only for such purposes under the direction of the respective boards, committees and officers, as follows:

BUDGET — TOWN OF TEWKSBURY FY87

ARTICLE 4-ANNUAL BUDGET-EFFECTIVE JULY 1, 1986
To Raise and Appropriate except where noted.

Department	Salaries & Wages	Operating	Outlay
Ageing	15,083	15,820	
Janitorial Serv.			6,000
Merr. Val. Home Care			1,600
Appeals	6,202	7,000	0
Assessors	88,509	23,301	
Auditor	54,993	1,566	0
Computer Hdw/Sftw			0
Auxiliary Police		1,851	
Building Dept.	62,655	5,300	650
New Position	0		
Civil Defense	634	2,070	0
Clerk	61,642	11,000	
Vault Door			0
Community Action	24,223	1,490	
Conservation	6,037	1,000	
DPW			
Total S&W	990,196		
Rev. Sharing S&W	150,000		
Net R&A S&W	840,196	428,289	0
Snow/Ice Control		101,008	
School Traffic/Outside Elec.		10,000	
Sewer/Well Project		50,000	
Well Testing		15,000	
Water Purchase		400,000	
Large Water Meter Repair		6,000	
Sewer Coordinator	25,056		
Water/Sewer Billing		29,000	
Roof Repairs		0	
Playing Field-Liv. Pk		10,000	
Soccer Field		0	
Lowell Sewer		70,000	
Turf Maintenance		0	

Dog Officer	20,876	6,000	0
Hot Top			0
Finance Committee	1,200	750	
Fire Dept.			
Total S&W	1,766,016		
Rev. Sharing S&W	150,000		
Net R&A S&W	1,616,016	54,580	0
Health	59,994	20,583	
Rubbish Collection		692,185	
Rubbish Administration		0	
Mental Health Assoc.			8,500
Library	114,258	30,131	0
Operating-Ch 760	12,317.50		
Operating-Ch 140	1,051.96		
(Total Operating) (43,500.46)			
Automation			7,600
New Positions-Pages	0		
Lib. Cler. Asst.	0		
Custodian	0		
Moderator	500	100	
Parking Clerk		4,000	
Patriotic Activities		8,000	
Personnel Board	2,700	410	
Planning Board	46,581	5,900	0
Police Dept.			
Total S&W	1,485,835		
Rev. Sharing S&W	150,000		
Net R&A S&W	1,335,835	55,575	38,100
Sal. Crossing Guards	0		
Terminal Leave	20,000		
Retirement	13,226		
Out State Travel			100
New Positions (4)	0		
Recreation	5,720	46,819	
Exceptional Children	8,403	10,020	
Regional Voke Assessment		1,282,160	
Registrars	2,850	3,200	
School Dept.	9,520,876	2,684,566	0
Selectmen	117,812	29,000	
Neg./Consultant		4,895	
Town Counsel	40,000		
Town Hall	30,749	21,450	0
Treasurer/Collector	171,461	77,811	0
Unclassified			
Street Lights		102,000	
Unemployment		40,000	
Fire/Liability Ins.		275,000	
Cemetaries		1,400	
Group Insurance		605,120	
Cable TV		10,000	
Maturing Debt		1,751,093	
Interest Mat. Debt		2,265,000	
Interest Temp Loans		200,000	
Veterans	38,433	2,540	
Aid		57,840	
Weights & Measures	1,268	500	
Election Salary	14,000		
	\$14,367,988	\$11,538,313	\$62,550

ARTICLE 4-ANNUAL BUDGET-FISCAL 1987

Total Budget Appropriation	\$ 26,432,220.46
Less Revenue Sharing	450,000.00
Less Chapter 760	12,317.50
Less Chapter 140	1,051.96
Budget Appropriation by Taxation	\$ 25,968,851.00

ATTEST: Elizabethe A. Carey
Town Clerk

APPROPRIATIONS FOR FISCAL 1987

Article	Raise & Appropriate	Transfer	Borrow
4. Annual Budget	\$25,968,851.00	\$450,000.00	Rev. Sharing
		12,317.50	Chap. 760
		1,051.96	Chap. 140
5. Reserve Fund	50,000.00		
6. Reduce Tax Levy		100,000.00	Free Cash
12. Retired Senior Volunteer Prog.	1,500.00		
13. DPW Lease Program	16,135.00		
18. Certain Outstanding Bills	28,229.65		
23. School Committee Salaries	5,200.00		
27. North Middlesex Area Comm.	6,727.45		
33. Private School Transport	310,000.00		
To be admin. by Tewks. Sch. Dept.			
Total Raise & Appropriate	\$26,386,643.10		
Total Transfer		563,369.46	
Total Borrow			\$.00

APPROPRIATION CERTIFICATE - FISCAL 1987 Recapitulation

Tax Levy (Total Raise & Appropriate)	\$26,386,643.10
Reduce Tax Levy	
(Art. 6, Transfer from Free Cash)	100,000.00
NET TAX LEVY	\$26,286,643.10

From Revenue Sharing*	450,000.00
From Other Available Funds**	13,369.46
From Free Cash to Reduce Tax Levy	100,000.00
TOTAL APPROPRIATION	\$26,850,012.56

Schedule A - Revenue Sharing*

DPW S&W	150,000.00
Fire Dept. S&W	150,000.00
Police Dept. S&W	150,000.00
	<u>\$450,000.00</u>

Schedule B - Other Available Funds**

Library Oper. Chap. 760	12,317.50
Library Oper. Chap. 140	1,051.96
	<u>\$13,369.46</u>

ATTEST: Elizabeth A. Carey, CMC
Town Clerk

ARTICLE 5. To see what sum of money the Town will vote to raise and appropriate and/or transfer from Overlay Reserve for a reserve fund, pursuant to the provisions of Chapter 40, Section 6; or take any action relative thereto.

BOARD OF SELECTMEN

MOTION: Finance Committee motioned to Adopt and Raise and Appropriate \$50,000.

VOTED: Finance Committee's motion to Adopt and Raise and Appropriate \$50,000 was adopted. (8:27 P.M. 5/5/86)

ARTICLE 6. To determine what sum the Town will authorize and direct the Assessors to take from available funds to reduce the tax levy for the current year, or take any action relative thereto.

BOARD OF SELECTMEN

MOTION: Finance Committee motioned to Adopt and Transfer \$100,000 from Free Cash.

VOTED: Motion to Adopt and Transfer \$100,000 from Free Cash for the purpose of Article 6 was adopted. (10:13 5/7/86)

ARTICLE 7. To see what sum of money the Town will vote to transfer from E&D to the Stabilization Fund under the provisions of Chapter 40, Section 5B of the General Laws; or take any action relative thereto.

BOARD OF SELECTMEN

MOTION: Finance Committee motioned for Indefinite Postponement.

VOTED: Article 7 was Indefinitely Postponed. (8:15 P.M. 5/5/86)

ARTICLE 8. To see if the Town will authorize the Board of Selectmen to institute suits on behalf of the Town or defend any suits that are, or may be brought against the Town, and to sign any contracts or agreements in behalf of the Town; or take any action relative thereto.

BOARD OF SELECTMEN

MOTION: Finance Committee motioned for Adoption of Article.

VOTED: Article 8 was Adopted. (8:25 P.M. 5/5/86)

ARTICLE 9. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$33,000.00 as a subsidy to obtain bus service for the Town of Tewksbury and to authorize the Board of Selectmen to execute a contract in the name and in behalf of the Town for such bus service upon terms and conditions as the Board of Selectmen deem advisable, or take any action relative thereto.

BOARD OF SELECTMEN

MOTION: Board of Selectmen and Finance Committee motioned to withdraw Article.

VOTED: Article Withdrawn on a voice vote. (8:09 P.M. 5/8/86)

ARTICLE 10. To see if the Town will vote to authorize the Board of Selectmen to sell, after first giving notice of the time and place of sale by posting such notice of sale in some convenient and public place in the Town and advertising for three successive weeks at least fourteen days before the sale, property taken by the Town under tax title procedure, provided that the Board of Selectmen or whomsoever they may authorize to hold such public auction may reject any bid which they deem inadequate, or take any action relative thereto.

BOARD OF SELECTMEN

MOTION: Finance Committee motioned to Adopt.

VOTED: Article 10 was Adopted. (10:18 P.M. 5/7/86)

ARTICLE 11. To see if the Town will vote to impose a 4% local excise tax upon the transfer occupancy of any room or rooms in a hotel, lodging house, or motel in accordance with Massachusetts General Laws Chapter 64G, Section 3A, or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: Finance Committee motioned for Adoption. Selectman Chairman Charles Coldwell motioned to Amend Article 11.

Selectman Charles Coppola motioned for Indefinite Postponement.

VOTED: Mr. Coldwell's Amendment was Adopted. (9:12 P.M. 5/5/86)

Selectman Coppola's motion for Indefinite Postponement failed. (9:13 P.M. 5/5/86)

Article 11 was adopted, as amended, by a ballot vote - 330 Yes, 140 No. (9:26 P.M. 5/5/86)

AMENDMENT: To see if the Town will vote to accept Mass. General Laws Chapter 64G, Section 3A to impose a local room occupancy excise at the rate of four (4%) per cent. Said excise shall take effect on the first day of July, 1986.

ARTICLE 12. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$1,500.00 to be expended by the Retired Senior Volunteer program for the purpose of funding transportation and meals incurred by volunteers serving in the Town of Tewksbury or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: Finance Committee motioned to Adopt and Raise and Appropriate \$1500.00

VOTED: Motion to Raise and Appropriate \$1500.00 and Adopt Article 12 was Adopted. (10:53 P.M. 5/7/86)

ARTICLE 13. To see if the Town will vote for the Board of Public Works/Selectmen to enter into a 5 year leasing program with the option to purchase for the following: 3.1 cubic yard loader, 5 ton dumps and 1 ton dumps for the Department of Public Works. Said contract shall be subject to annual appropriation.

BOARD OF PUBLIC WORKS

MOTION: Finance Committee motioned to Adopt and Raise and Appropriate \$16,135.

VOTED: Motion to Raise and Appropriate \$16,135 and Adopt Article 13 was Adopted. (10:42 P.M. 5/7/86)

ARTICLE 14. "To see if the Town will vote to amend the Town By-Laws by changing Article X Public Works By-Laws, Section 2 to read: The operation of the department shall be under the control of a Superintendent of Public Works who shall have a bachelor's degree, or equivalent, in either management, public administration, or civil engineering or shall have a minimum of five years of responsible supervisory or administration experience, preferably in municipal government, or take any other action relative thereto:"

BOARD OF PUBLIC WORKS

MOTION: Finance Committee motioned to Adopt.

M. Skerry motioned for Indefinite Postponement

VOTED: Indefinite Postponement failed (8:17 P.M. 5/8/86)
Article 14 was Adopted. (8:17 P.M. 5/8/86)

Approved by the Attorney General
June 5, 1986

ARTICLE 15. "To see if the Town will vote to amend the Town By-Laws by changing Article X Public Works By-Law, Section 5 to read: The Superintendent may be removed for just cause only, and, by four members of the board, provided, however, that no such removal shall occur within ninety days following any town election that has caused a change in the composition of the board. He shall be given written notice at least fourteen days prior to the date of removal, which shall specify the reasons for such removal. At his request in writing, a public hearing shall be held by the board on the charges brought against him, or take any other action relative thereto:"

BOARD OF PUBLIC WORKS

MOTION: Finance Committee motioned for Indefinite Postponement.

Board of Public Works motioned to Adopt.

VOTED: The Chair was uncertain of a voice vote. (10:45 P.M. 5/7/86)

Indefinite Postponement was Adopted by a standing count - 203 Yes - 129 No. (10:48 P.M. 5/7/86)

ARTICLE 16. To see if the Town will vote to raise and appropriate, or transfer from available funds, a sum of money owed to the Federal Government under Grant #'s ED-01-51-20606 and #ED-01-51-20609.1, or take any other action relative thereto:

BOARD OF PUBLIC WORKS

MOTION: Finance Committee motioned for Indefinite Postponement.

VOTED: Article 16 was Indefinitely Postponed. (10:39 P.M. 5/7/86)

ARTICLE 17. To see if the Town will vote to accept Section 16A to 16F inclusive of Chapter 83 of the General Laws providing for the collection of delinquent Sewer Charges through the application of a lien on Real Estate.

BOARD OF PUBLIC WORKS

MOTION: Finance Committee motioned for Adoption.

VOTED: Article 17 was Adopted by a secret ballot. 308 Yes, 39 No. (8:28 P.M. 5/8/86)

ARTICLE 18. To see if the Town will vote to raise and appropriate or transfer from available funds the following sums for the purpose of paying outstanding bills of previous years or take any other action relative thereto.

D.P.W.

Town of Andover

Town of Wilmington

Town of Billerica

City of Lowell

Planning Board

Merrimack Valley Advertiser 361.00

Selectmen

Merrimack Valley Advertiser 74.29

Town Counsel

Attorney Charles J. Zaroulis 1,524.82

Town Hall

New England Telephone Company 275.79

Unclassified

Division of Employment Security 14,985.39

MOTION: Finance Committee motioned to Amend and to Raise and Appropriate \$28,229.65.

CORRECTION: Finance Committee motioned to correct under Planning Board to read: Wilmington News Co.

Correction was accepted by the Moderator.

AMENDMENT: Amend by adding Fire Department with the following items:

FIRE DEPARTMENT:

Family Practice Assoc. \$ 385.00

ORSCAN, INC. 375.00

Manlio Locante, M.D. 215.00

Chelmsford Med. Assoc. 56.00

St. John's Hospital 9476.65

Catherine Conley, M.D. 500.00

VOTED: Finance Committee amendment to add Fire Department items was Adopted by a unanimous vote. (11:01 5/7/86) Planning Board - Wilmington News Co. - \$361.00 was Adopted by a unanimous vote. (11:01 5/7/86)

No one stood in opposition for the Adoption of Article 18. Moderator ruled Article 18 was Adopted by a unanimous vote. (11:02 5/7/86)

ARTICLE 19. To see if the Town will authorize both the Town Treasurer and Tax Collector to enter into compensating balance agreements for fiscal year 1987 pursuant to Chapter 44, Section 53F of the General Laws (or act in relation thereto).

TREASURER/COLLECTOR

MOTION: Finance Committee motioned for Adoption.

VOTED: Article 19 was Adopted. (8:56 P.M. 5/5/86)

ARTICLE 20. To see if the Town will authorize the Town Treasurer, with the approval of the Selectmen, to borrow money from time to time in anticipation of the revenue of the financial year beginning July 1, 1986 in accordance with the provisions of the General Laws, Chapter 44, Section 4, and to issue a note or notes therefor, payable within one year, and to renew any note or notes as may be given for a period of less than one year in accordance with the General Laws, Chapter 44, Section 17.

TREASURER/COLLECTOR

MOTION: Finance Committee motioned for Adoption.

VOTED: Article 20 was Adopted. (8:25 P.M. 5/5/86)

ARTICLE 21. To see if the Town will vote to amend the Personnel By-Laws, Section III, by adding the following paragraph (i) Any employee of the town upon acceptance of another position within the town shall do so without prejudice to previously earned benefits, rights and privileges provided that said employee be a permanent, full-time employee of the town for a period of not less than (1) year.

PERSONNEL BOARD

MOTION: Finance Committee motioned for Adoption.

VOTED: Article 21 was Adopted. (8:14 P.M. 5/5/86)

ARTICLE 22. To see if the Town will vote to raise and appropriate funds, in an amount to be determined, to provide transportation to private schools outside the Town of Tewksbury, or take any action relative thereto.

TEWKSBURY SCHOOL COMMITTEE

MOTION: Finance Committee motioned for Indefinite Postponement. Atty. Geary mentioned he had an amendment to Article 33 and asked the Moderator if he could read the Amendment as Article 22 and Article 33 both concerned private school busing and he was so allowed.

School Committee motioned to withdraw Article 22.

VOTED: Article 22 was withdrawn. (9:11 P.M. 5/8/86)

ARTICLE 23. To see if the Town will vote to raise and appropriate funds, in an amount to be determined, to pay School Committee members an annual salary, or to take any action relative thereto.

TEWKSBURY SCHOOL COMMITTEE

MOTION: Finance Committee motioned for Indefinite Postponement School Committee Chairman Thomas Cooke motioned to Amend, and Adopt Article.

VOTED: School Committee Chairman Cooke's amendment was Adopted (8:51 P.M. 5/8/86)

Motion for Indefinite Postponement failed. (8:52 P.M. 5/8/86) Article 23 was Adopted as Amended. (8:52 P.M. 5/8/86)

AMENDMENT: To see if the Town will vote to Raise and appropriate the sum of \$5200.00 for the purpose of paying each elected school committee member a salary for Fiscal Year 1987 and to fix the salary for each member as follows:

Chairman	\$1200.00
Members (4)	\$1000.00

or take any action relative thereto.

ARTICLE 24. To see if the Town will vote to adopt the provisions of Massachusetts General Laws Chapter 44, Section 53D or take any other action relative thereto.

RECREATION COMMISSION

MOTION: Finance Committee motioned for Indefinite Postponement.

Selectman William Hallisey motioned for Adoption.

Selectman Hallisey withdrew his motion.

VOTED: Indefinite Postponement carried by a secret ballot - 251 YES - 21 No. (10:38 P.M. 5/7/86)

ARTICLE 25. To determine whether the Town, acting under the provisions of Article II of the Amendments to the Constitution of the Commonwealth of Massachusetts, commonly called the "Home Rule Amendment", will adopt the following by-law regarding a Recreation Commission Revolving Fund in the Town of Tewksbury.

Section 1. The Town of Tewksbury hereby establishes in the town treasury an individual revolving fund (hereinafter called "Recreation Fund") for it's Recreation Commission (hereinafter called "Commission"). All receipts of the Commission from wholly or partially self-supporting recreation and park services of the Town shall be credited to the Recreation Fund. The Recreation Fund shall be kept separate from any other monies or funds of the Town, and shall be expended only for those purposes outlined below.

Section 2: The money in the Recreation Fund will be used solely for the maintenance and support of recreation and park facilities and services of the Town, including purchase of equipment and salaries of employees.

Section 3: Expenditures of money of the Recreation Fund may be made by the Recreation Commission without further appropriation. The Town Auditor shall submit annually a report of the Recreation Fund to the Selectmen, the Finance Committee and the Recreation Commission.

Section 4. Nothing in this by-law shall prevent the Town from appropriating funds for purposes of public recreation or entertainment as now or hereafter authorized by law.

Nothing in this by-law shall prevent the Town from accepting gifts or grants of money or property for purposes of public recreation or entertainment.

Section 5. This by-law shall take effect upon it's acceptance by a majority vote of the qualified voters of the Town present and voting thereon at the Annual Town Meeting or any Special Town Meeting called for a purpose. The receipts of the Department for the year in which this by-law is accepted will be retained by the Department and will constitute the working capital to establish the Fund. This by-law supersedes any by-law which is in conflict with it.

or take any other action relative thereto.

RECREATION COMMISSION

MOTION: Finance Committee motioned for Indefinite Postponement.

VOTED: Article 25 was Indefinitely Postponed. (10:39 P.M. 5/7/86)

ARTICLE 26. To see if the Town will vote to authorize the

State Representative to file a bill with the State Legislature to allow the Board of Health to have a revolving account for the purpose of collecting and disposing of residential and municipal rubbish.

BOARD OF HEALTH

MOTION: Finance Committee motioned for Indefinite Postponement. (11:36 P.M. 5/8/86)

VOTED: Article 26 was Indefinitely Postponed.

ARTICLE 27. To see if the Town will vote to raise and appropriate the sum of \$6,727.45 for the purpose of paying the Town of Tewksbury's cost of the Northern Middlesex Area Commission, said cost being based on .2721 per capita, according to the most recent decennial census (1980) as provided in Massachusetts General Laws, Chapter 40B, Section 1 through 7, for year July 1, 1985 through June 30, 1986.

PLANNING BOARD

MOTION: Finance Committee motioned to Adopt and to Raise and Appropriate \$6,727.45

VOTED: Finance Committee motion to Adopt and to Raise and Appropriate \$6,727.45 was Adopted. (9:59 P.M. 5/5/86)

ARTICLE 28. To see if the Town will vote to rezone from Heavy Industrial to General Residence and Farm the following described parcel of land.

Beginning at a point on the north side of Pringle Street to the center line of a brook;

NORTHERLY 1155.67 feet more or less, along said brook to a point thence;

SOUTHEASTERLY 518.75 feet more or less, along land of the Town of Tewksbury to a point; thence,

NORTHEASTERLY 919.99 feet more or less, along land of the Town of Tewksbury to a point; thence,

SOUTHEASTERLY 372.21 feet more or less, along land of the Town of Tewksbury to a point; thence,

NORTHEASTERLY 50.40 feet more or less, along land of the Town of Tewksbury to a point; thence,

SOUTHEASTERLY 453.09 feet more or less, along land of Leroy Bennett Bedell to a point; thence,

SOUTHWESTERLY 403.08 feet more or less, along land of Leroy Bennett Bedell to a point; thence,

SOUTHEASTERLY 733.81 feet more or less, along land of Leroy Bennett Bedell to a point, thence,

SOUTHWESTERLY 883.82 feet more or less, along land of Priore, Tumas, Meehan and Dsouza to a point; thence,

NORTHWESTERLY 964.25 feet more or less, along land of Lipp and by Elm Road to a point; thence,

SOUTHEASTERLY 1,348.77 feet more or less, along Pringle Street to the point of beginning.

Said land consisting of 61.1 acres more or less, and is shown on a Plan of Land in Tewksbury, Mass., "BALDWIN ESTATES", on file with the Tewksbury Planning Board.

Also inclusive lots 59, 60, 61 and 62 bounded by Elm Rd. and Pomfret Rd. and Town Line said land containing 15 acres more or less all as shown on Assessors Map 106.

William D. Hallisey

MOTION: Planning Board motioned for Adoption.

VOTED: More than 100 voters stood in favor of Adoption. Four (4) voters stood in opposition of Adoption.

The Moderator ruled Article 28 was Adopted by a standing count. (10:16 P.M. 5/7/86)

RECONSIDER: A motion was made to Reconsider Article 28.

VOTED: Moderator ruled Reconsideration failed (10:17 P.M. 5/7/86)

No one stood in favor of Reconsideration.

More than 100 voters stood opposed to Reconsideration.

Approved by the Attorney General
June 5, 1986

ARTICLE 29. To see if the Town will vote to amend the Tewksbury zoning by-laws and the associated zoning map by rezoning from Heavy Industry (IH), General Residence and Farm (RG) to all General Residence and Farm (RG) approximately 79 acres located in the easterly part of Tewksbury and bounded and described on Town of Tewksbury map 107, lot 40 as follows:

That portion of town beginning at the intersection of Poplar Street and its projection, thence northeasterly for 217.42 feet perpendicular to Poplar Street, thence northwesterly for 1,367.77 feet to a point 224 feet southeast of South Street, thence northeasterly for 822.29 feet to a point 200 feet southwest of Bemis Circle, then southeasterly for 1,425.47 feet to a point perpendicular to the Wilmington town line, thence southwesterly for 2,151.87 feet parallel to the Wilmington town line to the northeast side of a drainage easement (D.E.), thence along a line parallel to Barbara D Lane for 1,125.27 ± feet to a point perpendicular to Barbara D Lane, thence northeasterly for 408.15 feet to the point of beginning; or take any other action relative thereto.

Thomas E. Mirisola and others

MOTION: Planning Board motioned for Adoption.

VOTED: No one stood opposed.

More than 100 Voters stood in favor of Adoption.

Moderator ruled Article 29 was Adopted by a unanimous vote. (10:24 P.M. 5/7/86)

RECONSIDER: A motion was made to Reconsider Article 29.

VOTED: No one stood in favor of Reconsideration.

Reconsideration failed by an obvious vote.

Moderator ruled Reconsideration failed. (10:24 P.M. 5/7/86)

Approved by the Attorney General

June 5, 1986

ARTICLE 30. To see if the Town will create a new zoning district called Residential Conservation (CR). This zoning district would preserve existing open lands zoned (CR) by providing for minimum building requirements per unit of 2 acres minimum lot size and minimum frontage of 200 feet, minimum front yard setback of 50 feet and minimum side or rear yard setback of 50 feet or take any other action relative thereto.

Thomas E. Mirisola and others

MOTION: Planning Board motioned for Indefinite Postponement.

Mr. T. Mirisola motioned to Amend Article 30, and Adopt Article.

Mr. E. Jones motioned to Amend Article 30, and Adopt Article.

VOTED: Mr. E. Jones' amendment was Adopted. (8:42 P.M. 5/5/86)

Mr. T. Mirisola's amendment was Adopted. (8:44 P.M. 5/5/86) Planning Board's motion for Indefinite Postponement failed. (8:45 P.M. 5/5/86)

Article 30 was Adopted as amended by a standing count - 396 Yes, 4 No - two-thirds vote required (266.6.) (8:49 P.M. 5/5/86)

AMENDMENTS: To see if the Town will create a new zoning district called "Two Acre Residential (R2) - Submitted by E. O. Jones.

To see if the Town will vote to change the zoning By-Law and create a new zoning district called Residential Conservation (CR). This zoning district would preserve existing open lands zoned CR by providing for minimum building requirements per unit of 2 acres minimum lot size and minimum frontage of 200 feet, minimum front yard set back of 50 feet and minimum side or rear yard setback of 20 feet or take any other action relative thereto. - Submitted by Thomas Mirisola
Mr. Mirisola motioned to Reconsider Article 30, "In hopes

it doesn't prevail." No one stood in favor of Reconsideration. Moderator ruled Reconsideration failed. (8:50 P.M. 5/5/86)
Approved by the Attorney General
June 5, 1986

ARTICLE 31. To see if the Town will vote to amend the Zoning By-Law of the Town by amending Section 4.6 - Use Regulations as follows: (1) So as to allow with a special permit from the Board of Appeals, retail mini-storage facilities in the Light Industry District and Heavy Industrial District and, (2) So as to allow as of right in the Heavy Industrial A District as follows:

Section 4.6 - Use Regulations Schedule - Add the following under the heading, "D. Retail business"

	RG	BL	BG	IL	IH	IHA	MFD	CD	AE
7. Retail mini-storage facility	no	no	no	sp	sp	yes	no	no	no

or act in relation thereto.

George Tareila

MOTION: Planning Board motioned for Indefinite Postponement.

Mr. Tariela motioned to Adopt.

A motion was made to move the question.

As Article 31 and Article 32 were related, the Moderator allowed Mr. Tariela's attorney to speak on both Articles and to show a plan.

VOTED: Motion to move the Question was Adopted. (11:28 P.M. 5/8/86)

Planning Board's motion for Indefinite Postponement was Adopted. (11:29 P.M. 5/8/86)

ARTICLE 32. To see if the Town will vote to rezone, where applicable, from a General Residence and Farm District to a Light Industry District, that certain parcel of land containing approximately 3.4 acres of land, located on the southwesterly side of Main Street, bounded and described as follows:

Beginning at the most easterly corner of the premises at the northerly corner of land conveyed by William T. Sheppard, Trustee, to the Tewksbury Veteran's Association, Inc., by deed dated June 8, 1951 and recorded in Middlesex Northern District Registry of Deeds, Book 1171, Page 571; thence NORTHWESTERLY by said Main Street 140 feet, more or less, to an iron pipe at the easterly corner of the premises formerly of James C. McCoy et ux; thence SOUTHWESTERLY by said last named land 225 feet to an iron pipe at a corner; thence NORTHWESTERLY still by said McCoy land 145 feet to a corner; thence SOUTHWESTERLY by land formerly of Eliza A. McCoy 346 feet to land formerly of Anna J. McTeague; thence SOUTHEASTERLY by said McTeague land 138 feet; thence EASTERLY by said McTeague land 160.27 feet to a stone bound; thence still EASTERLY and still by said McTeague land 130.78 feet to the westerly corner of land formerly of Agnes G. Ellis supposed to be land of the New England Power Construction Company; thence NORTHEASTERLY by said land of said Construction Company 331 feet to land of Tewksbury Veteran's Association, Inc.; thence NORTHWESTERLY by said Association, Inc., land 103 feet; thence NORTHEASTERLY still by said Veteran's Association, Inc., land and by the Southeasterly side of a passageway 165 feet to the point of beginning.

Being the same premises conveyed to George W. Tareila be deed of William Tareila and Ethel F. Tareila dated January 3, 1978, and recorded in the said Registry at Book 2285, Page 517;

or act in relation thereto.

George Tareila

MOTION: Planning Board had No Recommendations.

Mr. Tariela motioned to Adopt.

Guy Gallelo motioned for Indefinite Postponement.

VOTED: Mr. Gallelo's motion for Indefinite Postponement was Adopted. (11:35 5/8/86)

ARTICLE 33. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$310,000.00 dollars. Said sum to be used to execute a contract in the name and in behalf of the Town to provide and administer private school transportation.

Joseph A. Silverio and others

MOTION: Finance Committee motioned to Adopt and Raise and Appropriate \$90,000 to be administered by the School Department.

School Committeeman William Emerson motioned to Amend and to Raise and Appropriate \$310,000, for purpose of the Article.

Mr. Dennis Hogan motioned for Indefinite Postponement. Assessor Charles Stella motioned to Amend Article 33.

Motion was made to Move the Question.

VOTED: Motion to Move the Question was Adopted. (10:10 P.M. 5/8/86)

Some confusion arose on the two submitted Amendments.

The Moderator allowed for a two minute recess.

The Annual Town Meeting reconvened at 10:17 P.M.

MOTION: School Committeeman William Emerson motioned to Withdraw his Amendment and to retain the motion to Raise and Appropriate \$310,000, for purpose of Article.

VOTED: School Committeeman William Emerson's Amendment was Withdrawn. (10:28 P.M. 5/8/86)

The Moderator ruled Assessor Charles Stella's Amendment was Adopted. Seven voters requested a standing count. Mr. Stella's Amendment was Adopted - 413 Yes, 43 No. (10:35 P.M. 5/8/86)

The Moderator ruled the Motion for Indefinite Postponement failed.

Seven voters requested a standing count. Indefinite Postponement failed - 165 Yes, 350 No. (10:40 P.M. 5/8/86)

The Finance Committee's motion to Raise and Appropriate \$90,000 as amended failed by a secret ballot - 262 Yes, 312 No. (10:54 P.M. 5/8/86)

School Committeeman William Emerson's motion to Raise and Appropriate \$310,000 was Adopted by a secret ballot - 306 Yes, 245 No. (11:07 P.M. 5/8/86)

Moderator ruled Article 33 was Adopted as amended. (11:07 5/7/86)

AMENDMENT: All funds Raise and Appropriated under Article 33 to be administered by the Tewksbury School Department to provide transportation for Tewksbury children attending private schools.

ARTICLE 34. To see if the Town will vote to amend the Town By-Laws by adding the following section to Article 1 of the Town By-Laws: "All articles dealing with Town By-Laws, Zoning By-Laws, or the donation or sale of any town-owned land or buildings shall only be accepted for inclusion in the warrant for action at the Annual Town Meeting. No such articles shall appear in any warrants for Special Town Meetings." or take any other action relative thereto.

Barbara A. Flanagan
and others

MOTION: Finance Committee motioned for Adoption.

VOTED: Article 34 was Adopted. (9:27 P.M. 5/5/86)

Disapproved by the Attorney General
June 5, 1986

MOTION: Motion was made to adjourn the 1986 Annual Town Meeting sine die.

VOTED: The 1986 Annual Town Meeting was adjourned sine die at 11:37 P.M., May 8, 1986.

ATTEST: Elizabeth A. Carey, CMC, Town Clerk

Special Town Meeting January 21, 1986

Tewksbury Memorial High School
Pleasant Street
Tuesday, January 21, 1986

Called by proper Warrant the Special Town Meeting, this day, convened at 8:00 P.M. by Moderator William Hurton.

The Moderator read the Town Meeting Guidelines, regarding voting and the visitors section. He emphasized that all voters must have their voter identification ribbon conspicuously displayed or they would not be counted by the counters.

A minute of silence was held for Mrs. Eleanor Donovan, who passed away on January 20, 1986. Mrs. Donovan was a Senior Bookkeeper in the Treasurer/Collectors office and the wife of Planning Board Member George Donovan.

There were 609 registered voters and 31 visitors in attendance.

SPECIAL TOWN MEETING January 21, 1986

ARTICLE 1. To see if the Town will vote to authorize the Board of Selectmen to implement the Handicapped Access Program, including the position of Coordinator, in order to meet the requirements of Section 504 of the Federal Rehabilitation Acts of 1973, and further, to authorize the Board of Selectmen to seek funds through town meeting vote for fiscal years 1987, 1988 and 1989 to implement said program, or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: The Finance Committee motioned to Adopt Article 1.

VOTED: Article 1 was Adopted by a voice vote. 8:09 P.M. (1-21-86)

ARTICLE 2. To see if the Town will vote to raise and appropriate, or transfer from available funds, the sum of \$1,552.50 into the DPW Salary Account for reimbursement of work done by DPW Employees on emergency repairs to various projects in Town that Contractor's were billed for, or take any other action relative thereto.

BOARD OF PUBLIC WORKS

MOTION: The Board of Selectmen motioned to Withdraw Article 2.

VOTED: Article 2 was withdrawn by a voice vote. 8:10 P.M. (1-21-86)

ARTICLE 3. To see if the town will vote to raise and appropriate, or transfer from available funds, a sum of money to be reimbursed by the Federal Government/Commonwealth of Massachusetts, Disaster Relief Act of 1974, for damages caused by Hurricane Gloria, after all payments have been made under the Emergency Deficit — Hurricane Gloria Account, the balance of monies to be transferred into the DPW Budget, or take any other action relative thereto.

BOARD OF PUBLIC WORKS

MOTION: The Board of Selectmen motioned to Amend and Adopt Article 3.

VOTED: The Amendment was Adopted by a voice vote. 8:14 P.M. (1-21-86)

Article 3 was Adopted, as Amended, by a voice vote. 8:14 P.M. (1-21-86)

AMENDMENT: To see if the Town will vote to accept the sum of \$58,600.50 from the Federal Government/Commonwealth of Massachusetts, PL-93-288 Disaster Relief Act of 1974 for damages caused by Hurricane Gloria, \$10,400.77 paid to

the Emergency Deficit - Hurricane Gloria Account, \$15,000.00 to the DPW Salary Account, \$15,000.00 to DPW Machinery Operating Account, remaining monies (\$18,199.73) to DPW Operating Account or take any other action relative thereto.

Board of Public Works

ARTICLE 4. To see if the town will raise and appropriate or transfer from available funds, the sum of \$261,713.00 for the purpose of continuing town wide rubbish collection for the remainder of the fiscal year, or take any other action relative thereto.

BOARD OF HEALTH

MOTION: The Finance Committee motioned to Adopt and Transfer \$214,000.00 from the School f/y 1986 Salary Account to the Health f/y 1986 Rubbish Disposal Account.

Mr. Al Kinnon motioned to Table Article 4, complete remaining Articles, and then return to Article 4.

A motion was made to Move the Question.

VOTED: Motion to Move the Question was Adopted by a voice vote. 9:04 P.M. (1-21-86)

Mr. Kinnon's motion to Table Article 4, failed, by a voice vote. 9:06 P.M. (1-21-86)

A voice vote on the Finance Committee's motion to Adopt and Transfer \$214,000.00 from the School f/y 1986 Salary Account to the Health f/y 1986 Rubbish Disposal Account was uncertain and was Adopted by a Standing Count: 322 YES, 227 NO. 9:12 P.M. (2-21-86)

After Article 5 was started, Mr. Guy Gallelo motioned to Reconsider Article 4. The Moderator explained that the Assembly was acting on Article 5 and when it was complete his motion would be taken.

VOTED: The Reconsideration motion failed by the needed two-thirds vote. 131 YES, 345 NO. 9:27 P.M. (1-21-86)

ARTICLE 5. To see if the town will vote to authorize the State Representative to file a bill with the State Legislature to allow the Board of Health to have a revolving account for the purpose of collecting and disposing of residential and municipal rubbish.

BOARD OF HEALTH

MOTION: The Finance Committee motioned to Amend and Adopt Article 5.

VOTED: The Finance Committee's motion to Amend Article 5 was taken by a standing count after the Moderator was uncertain of the voice vote.

A standing count revealed: 204 YES, 244 NO.

The Amendment was defeated. 9:20 P.M. (1-21-86)

Article 5, as written in the Warrant, was defeated by a voice vote. 9:22 P.M. (1-21-86)

MOTION: A motion was made to Reconsider Article 5, a two-thirds vote required. 217 YES, 140 NO. (238 needed) Reconsideration failed 10:02 P.M. (1-21-86)

ARTICLE 6. To see if the town will vote to transfer from the Board of Health operating account to the Board of Health salary account the amount of \$2,750.00 so that the office can be staffed for the remainder of the fiscal year.

BOARD OF HEALTH

MOTION: The Finance Committee motioned for Adoption of Article 6.

VOTED: Article 6 was Adopted by a voice vote. 9:28 P.M. (1-21-86)

ARTICLE 7. To see if the town will raise and appropriate or transfer from previously appropriated funds, the sum of \$70,600.00 to the Fire Department Salaries and Wages Account for the purposes of paying Terminal Leave for the FY 1985/86 or take any action relative thereto.

JAMES J. MORRIS,
ACTING CHIEF OF FIRE DEPT.

MOTION: The Finance Committee motioned to Adopt and Transfer \$20,000.00 from Article 16 of the May 1985 Annual Town Meeting and \$20,000.00 from Article 19 of the same meeting to the f/y 1986 Fire Salary Account.

Mr. Ed. Flanagan motioned for Indefinite Postponement. A motion was made to Move the Question.

VOTED: Motion to Move the Question was Adopted by a voice vote. 9:50 P.M. (1-21-86)

Motion for Indefinite Postponement was Adopted. 309 YES, 96 NO 9:55 P.M. (1-21-86)

MOTION: A motion to Reconsider Article 7 failed. Two-thirds vote required. 34 stood in favor of Reconsideration. Over 100 stood in opposition to Reconsideration. Reconsideration obviously failed. 10:31 P.M. (1-21-86)

ARTICLE 8. To see if the town will vote to accept the provisions of Chapter 188, Section 13 of the Acts of 1985 thereby authorizing acceptance by the Town of Professional Development Grant Funds for the purpose of supplementing teacher compensation or to take any action relative thereto.

TEWKSBURY SCHOOL COMMITTEE

MOTION: The Finance Committee motioned to Adopt Article 8.

VOTED: Article 8 was Adopted by a Secret Ballot. 315 YES, 22 NO. 10:26 P.M. (1-21-86)

ARTICLE 9. To see if the town will vote to accept the provisions of Chapter 188, Section 13 of the Acts of 1985 thereby authorizing acceptance by the Town of Professional Development Grant Funds for the purpose of supplementing teacher compensation or to take any action relative thereto.

SHAWSHEEN VALLEY REGIONAL
VOC/TECH SCHOOL DISTRICT

MOTION: The Finance Committee motioned to Adopt Article 9.

VOTED: Article 9 was Adopted by a Secret Ballot. 203 YES, 12 NO. 10:39 P.M. (1-21-86)

A motion was made to adjourn the Special Town Meeting. Motion to adjourn the January 21, 1986 Special Town Meeting, sine die, was Adopted by a voice vote, at 10:39 P.M. (1-21-86)

ATTEST: Elizabeth A. Carey CMC
Town Clerk

Pursuant to Section 15A, Chapter 41, Massachusetts General Laws, I hereby certify the funds appropriated at the Special Town Meeting convened by proper Warrant, Tuesday, January 21, 1986.

APPROPRIATION CERTIFICATE-SPECIAL TOWN MEETING-January 21, 1986

Article	Raise & Appropriate	Transfer From -	Borrow
3. Emergency Deficit -			
Hurricane Gloria Account		\$10,400.77*	
DPW Salary Account		15,000.00*	
DPW Machinery Oper. Acct.		15,000.00*	
DPW Oper. Acct. (Remaining Monies)		18,199.73*	
*All monies under Art. 3 to come from the sum of \$58,600.50 to be accepted from the Federal Government/Commonwealth of Massachusetts, PL-93-288 Disaster Relief Act of 1974 for damages caused by Hurricane Gloria.			
4. Board of Health Fis. 1986			
Rubbish Disposal Acct.		214,000.00 School Fis. 1986 Salary Acct.	
6. Board of Health Salary Acct.		2,750.00 Bd. Health Oper. Acct.	
Total Raise & Appropriate	.00		
Total Transfer		\$275,350.00	
Total Borrow			.00

ATTEST: Elizabeth A. Carey, CMC
Town Clerk

Special Town Meeting May 6, 1986

Tewksbury Memorial High School
Pleasant Street
Tuesday, May 6, 1986

Called by proper Warrant the Special Town Meeting, this day, convened at 8:00 P.M. by Moderator William Hurton.

The Moderator read the Town Meeting Guidelines, regarding voting and the visitors section. He emphasized that all voters must have their voter identification ribbon conspicuously displayed or they would not be counted by the counters.

There were 366 registered voters and 8 visitors in attendance.

Finance Committee Chairman, Jay Kelley, motioned to waive the reading of the Articles by the Moderator in the Special Town Meeting Warrant.

Voted: Motion was adopted. 8:05 P.M.

SPECIAL TOWN MEETING May 6, 1986

ARTICLE 1. To see if the Town will vote to authorize the Board of Selectmen to request the State Legislature to enact a special act establishing a Selectmen-Town Administrator plan, as follows:

AN ACT ESTABLISHING A SELECTMEN-TOWN MANAGER FORM OF GOVERNMENT FOR THE TOWN OF TEWKSBURY
Be it enacted, etc., as follows:

SECTION 1. Upon the acceptance of this act by the Town of Tewksbury, as hereinafter provided, the town shall be governed by the provisions of this act. To the extent that the provisions of this act modify or repeal existing general laws and special acts or that body of law which constituted the town charter under Section 9 of Article LXXXIX of the Amendments to the Constitution of the Commonwealth, this act shall govern. For the purposes of this act, all references to officers, employees or other persons shall be read as applying equally to males and females, regardless of the gender of the pronoun used.

SECTION 2. The selectmen shall appoint the executive secretary, town counsel and the members of all multi-member boards, committees and commissions except those appointed by the moderator.

SECTION 3. The school committee shall continue to be elected in conformity with the votes of the town meeting. All powers, rights and duties, except as herein provided, now or hereafter conferred or imposed by law upon the school committee, shall be exercised and performed by the school committee. Nothing in this act shall be construed to affect the powers and duties of the school committee as provided by law, except as specifically provided herein.

SECTION 4. A member of the board of selectmen, or of the finance committee shall, during the term for which he was elected or appointed, be ineligible either by election or appointment to hold any other town office. Any person appointed by the town manager to any town office under the provisions of this act or of any general or special law shall be eligible during the term of said office to appointment to any other town office, except that the town accountant shall not be eligible to hold the position of town treasurer or the position of town collector. The town manager, subject to any applicable provision of the General Laws relating thereto, may assume the duties of any office which he is authorized to fill by appointment.

SECTION 5A. After adoption of the appointed Town Manager form of government the Selectmen shall forthwith advertise for applicants to serve on a Committee to be known as the "Town Manager Screening Committee."

This committee shall be made up of five (5) citizens of Tewksbury. Duties of this committee shall be to screen all applicants and to submit three (3) applicants for consideration by the Selectmen, of this group the Selectmen SHALL appoint the Town Manager. Members of this Committee shall be prohibited from holding elected or appointed positions in the Town of Tewksbury. Employees of the Town of Tewksbury shall be excluded from consideration as members of this Committee.

The Committee shall be appointed by the Selectmen, for a one (1) year term with no person to serve more than one (1) consecutive term. Each Selectman will appoint one (1) member and in the event of a vacancy the Selectman whose nominee vacates shall be filled by that Selectman for the remainder of the unexpired term.

This committee shall convene in the event of a vacancy in the Office of Manager but shall not be involved in the process in the event of re-appointment.

SECTION 5B. The Selectmen elected as provided herein shall appoint, as soon as practicable, a town manager who shall be a person especially fitted by education, training and experience to perform the duties of the office. The town manager shall be appointed without regard to his political beliefs. He need not be a resident of the Town or of the Commonwealth when appointed, but shall become a resident of the Town or live within a ten (10) mile radius of the Town during the first year of his appointment. He shall possess a college degree at the bachelor level or shall have had five years of experience in a supervisory administrative position or municipal government. He shall execute a bond in favor of the town for the faithful performance of his duties in such sum and with such surety or sureties as may be fixed or approved by the Selectmen. The Selectmen shall employ a town manager for renewable three-year terms. During the first six (6) months of his appointment, shall be on a probationary period and may during said period be removed by the affirmative vote of at least four (4) members of the Board of Selectmen at its convenience and without cause or hearing.

SECTION 6. Any vacancy in the office of town manager shall be filled as soon as possible by the Selectmen. Pending the appointment of a town manager or the filling of any vacancy, the Selectmen shall, within seven days, appoint a suitable person to perform the duties of the office.

SECTION 7. The town manager may designate, by letter filed with the town clerk, a qualified officer of the town to perform his duties during his temporary absence or disability. In the event of failure of the town manager to make such designa-

tion, the selectmen may, by resolution, designate an officer of the town to perform the duties of the town manager until he shall return or his disability shall cease.

SECTION 8. The selectmen, by a four-fifths vote, may remove the town manager. At least thirty days before such proposed removal shall become effective, the selectmen shall file a preliminary written resolution with the town clerk setting forth in detail the specific reasons for his proposed removal, a copy of which resolution shall be delivered to the town manager. The town manager may, within ten days of service of such resolution, reply in writing to the resolution and may request a public hearing. Service shall be deemed to have been accomplished by leaving a copy of such resolution at the town manager's last known abode. If the town manager so requests, the board of selectmen shall hold a public hearing not earlier than twenty days nor later than thirty days after the filing of such request. After such public hearing, if any, otherwise at the expiration of thirty days following the filing of the preliminary resolution, and after full consideration the selectmen by a four-fifths vote of the full membership of the board, may adopt a final resolution of removal. In the preliminary resolution, the selectmen may suspend the town manager from duty, but shall in any case cause to be paid to him forthwith any unpaid balance of his salary during the period of consideration of the preliminary resolution following the filing of the preliminary resolution. Upon the adoption of a final resolution of removal, the selectmen shall pay the town manager severance pay in the amount equal to one month's pay for each full year of service to the town, but in no event more than an amount equal to three month's pay.

SECTION 9. The town manager shall receive compensation for his services which shall be equal to the amount of salary (and other benefits) received by the Superintendent of Schools for the Town of Tewksbury, but said salary and benefits shall not exceed the amount approved therefore by the town.

SECTION 10. In addition to specific powers and duties provided in this act, the town manager shall have the general powers and duties enumerated in this section:—

(a) The town manager shall supervise and direct the administration of all departments, commissions, boards and offices except the board of selectmen, the school committee, election officers and the registrars of voters.

(b) The town manager, in accordance with the provisions of this act and except as otherwise expressly prohibited by the General Laws, may reorganize, consolidate or abolish departments, commissions, boards or offices under his direction and supervision, in whole or in part, may establish such new departments, commissions, boards or offices as he deems necessary, and may transfer the powers and duties of one department, commission, board or office to another.

(c) Except as otherwise provided by this act, the town manager shall appoint upon merit and fitness alone, and, subject to the provisions of chapter thirty-one of the General Laws where applicable, may remove all officers and employees of the town, except employees of the school department; town officers and employees not subject to the provisions of said chapter thirty-one shall not be removed by him except on ten days notice in writing, setting forth the cause of such removal.

(d) Notwithstanding the provisions of section one hundred and eight of chapter forty-one of the General Laws, but subject to all applicable provisions of chapter thirty-one of the General Laws, the town manager shall fix the compensation of all town officers and employees subject to removal by him.

(e) The town manager shall attend all regular meetings of the board of selectmen except meetings at which his removal is being considered.

(f) The town manager shall keep full and complete records of his office, and shall render as often as may be required by the selectmen, a full report of all operations during the period report on.

(g) The town manager shall keep the selectmen fully advised as to the needs of the town and shall recommend to the selectmen for adoption such measures requiring action by them or by the town as he may deem necessary or expedient.

(h) With the exception of property under the jurisdiction of the school committee, the town manager shall have the jurisdiction over the rental and use of all town property and shall be responsible for the maintenance and repair of all town buildings. He shall be responsible for the preparation of plans and the supervision of work on existing buildings or the construction of new buildings.

(i) The town manager shall be responsible for the purchase of all supplies and materials and equipment, except books and educational materials for schools and books and other media for libraries, and shall approve the award of all contracts for all departments of the town. He shall make purchases for departments not under his supervision only upon requisition duly signed by the head of such department.

(j) The town manager shall administer either directly or through a person or persons appointed by him in accordance with this act all provisions of general and special laws applicable to said town, all by-laws and all regulations established by the selectmen.

(k) The town manager shall have authority to prosecute, defend and compromise all litigation to which the town is a party, and shall be the executive officer of the town as referred to in chapter two hundred and fifty-eight of the General Laws pertaining to the processing of claims against the town.

(l) The town manager shall be the selectmen's agent for collective bargaining and may employ special counsel to assist him in the performance of these duties.

(m) The town manager shall perform such other duties, consistent with his office, as may be required of him by the by-laws of the town or by vote of the selectmen or town meeting.

(n) The town manager shall secure on or before December first of each year from all officers, boards and committees charged with equipment a list of all such equipment upon forms approved by the finance committee. Such lists shall be filed with the town accountant who shall transmit them to the clerk of the finance committee.

(o) The town manager shall attend all town meetings and shall be permitted to speak when recognized by the moderator.

SECTION 11. The town manager may without notice cause the affairs of any division or department under his supervision or the job-related conduct of any officer or employee thereof to be examined. The town manager shall have access to all town books and papers for information necessary for the proper performance of his duties.

SECTION 12. The board of public works is hereby abolished. The town manager shall succeed to all powers heretofore possessed or exercised by said board.

SECTION 13. The town manager shall appoint the town accountant, chief assessor, town treasurer-tax collector and all other town officials whose appointment or election is not

specifically provided for herein. The town manager shall appoint, and may remove subject to the civil service laws where applicable, all department heads, all officers and all subordinates and employees for whom no other method of appointment is provided in this act, except persons serving under other elected agencies and appointments made by representatives of the commonwealth.

Appointments to permanent positions made by the town manager shall become effective on the fifteenth day following the day notice of appointment is filed with the board of selectmen, unless the board of selectmen shall, within that period, by a majority vote of the full board, vote to reject any such appointment.

SECTION 14. The town treasurer-tax collector shall receive as compensation fifty (50%) per cent of the salary of the town manager. The town accountant shall receive as compensation thirty-three (33%) per cent of the salary of the town manager. The chief assessor shall receive as compensation twenty-five (25%) of the salary of the town manager, and the remaining two members of the Board of Assessors shall receive as compensation ten (10%) per cent of the salary of the town manager.

SECTION 15. After the acceptance of this act, the registered voters of the Town of Tewksbury shall, in accordance with any applicable laws, by-laws and votes of town, continue to elect the following:—

- (a) Moderator
- (b) Board of Selectmen
- (c) School Committee
- (d) Planning Board
- (e) Board of Health
- (f) Library Trustees
- (g) Representative to Shawsheen Regional Vocational School District Committee
- (h) Housing Authority
- (i) Town Clerk
- (j) Trust Fund Commissioners

The acceptance of this act shall not affect the term of office of any such elected member of such board, committee or authority. Every other elective office, board, committee, or commission of the town shall be terminated or shall become appointive as hereinafter provided, any other provision of law to the contrary notwithstanding. The term of office of any person elected to any office, board, committee or commission of the town, existing at the time of such acceptance and terminated hereunder, shall continue until the appointment of the town manager, and thereafter the said offices, boards, committees and commissions shall be abolished and all powers duties and obligations conferred or imposed thereon by law, except as provided by this act, shall be conferred and imposed upon the town manager to the extent hereinafter provided. The term of office of any person elected to any office, board, committee or commission existing as an elected office at the time of the acceptance of this act and having become appointive hereunder, shall continue until the term for which that person was elected shall have expired, and until the appointment and qualification of his successor.

The board of assessors shall consist of three (3) members, to be appointed by the manager; one member to be known as Chief assessor so designated by the manager. The powers, duties and responsibilities of elected officials shall be as now or hereafter provided by applicable provisions of general laws, special acts, by-laws and votes of the town; except as otherwise expressly provided herein.

Notwithstanding the election by the voters of the town of the officers named in this section, such officers shall be available to the town manager for consultation, conference and discussion on matters relating to their respective offices.

SECTION 16. At least ninety-days prior to the annual town meeting, the town manager shall submit to the selectmen a careful, detailed estimate in writing of the probable expenditures of the town government for the ensuing fiscal year, stating the amount required to meet the interest and maturing bonds and notes or other outstanding indebtedness of the town, and showing specifically the amount necessary to be provided for each fund and department, together with a statement of the expenditures for the current year. He shall also submit a statement showing all revenues received by the town in the preceding fiscal year together with an estimate of the receipts of the current year and an estimate of the amount of income from all sources of revenue exclusive of taxes upon property in the ensuing year. He shall report the probable amount required to be levied and raised by taxation to defray all expenses and liabilities of the town together with an estimate of the tax rate necessary to raise said amount. For the purpose of enabling the town manager to make up the annual estimates of expenditures, all boards, officers, and committees of the town shall, at least one hundred and twenty days prior to the annual town meeting, furnish all information in their possession and submit to him in writing a detailed estimate of the appropriations required for the efficient and proper conduct of their respective departments during the next fiscal year.

SECTION 17. The selectmen shall consider the tentative budget submitted by the town manager and make such recommendations relative thereto as they deem expedient and proper in the interests of the town. On or before the seventy-fifth day prior to the annual town meeting, the selectmen shall transmit a copy of the budget, together with their recommendations relative thereto, to each member of the finance committee.

SECTION 18. The town manager shall be the chief fiscal officer of the town. Warrants for the payment of town funds prepared by the town accountant in accordance with the provisions of section fifty-six of chapter forty-one of the General Laws shall be submitted to the town manager. The approval of any such warrant by the town manager shall be sufficient authority to authorize payment by the town treasurer, but the selectmen shall approve all warrants in the event of a vacancy in the office of town manager.

SECTION 19. All laws, by-laws, votes, rules and relations, whether enacted by authority of the town or any other authority, which are in force in the Town of Tewksbury on the effective date of this act, or any portion of portions thereof, not inconsistent with the provisions of this act, shall continue in full force and effect until otherwise provided by other laws, by-laws, votes, rules and regulations, respectively. All other laws, by-laws, votes, rules and regulations so far as they refer to the Town of Tewksbury are hereby suspended but such suspension shall not revive any pre-existing enactment.

SECTION 20. No contract existing and no action at law or suit in equity, or other proceeding pending at the time this act is accepted, or at the time of revocation of such acceptance, shall be affected by such acceptance or revocation, except that upon revocation any contract made by the town with the town manager then in office shall be terminated immediately upon such vote subject only to termination payment right under section eight.

SECTION 21. Any person holding a town office or employment under the town shall retain such office or employment and shall continue to perform his duties until provisions shall have been made in accordance with this act for the performance of the said duties by another person or agency. No person in the permanent full-time service of employment of the town shall forfeit his pay grade or time in service. Each such person shall be retained in a capacity as similar to his former capacity as is practical.

If a majority of the votes is in the affirmative on this act, a home rule petition will be submitted to the State Legislature, or take any other action relative thereto.

Paul H. Sullivan
Charles T. Coppola

MOTIONS: Finance Committee motioned for Indefinite Postponement.

Selectman Paul Sullivan motioned to Amend Section 14 and Section 5B and to Adopt Article I, as amended.

Michael Skerry motioned to Amend Section 5B.

Donna Haines motioned to Amend Section 5A.

Ed Flanagan motioned to Amend Section 14.

Paul Fansel motioned to Amend Section 8.

Al Kinnon motioned to Amend Section 5B.

Lee Toth motioned to Amend by adding a new Section 15A.

VOTED: Selectman Paul Sullivan's amendment to Section 14 was adopted. 9:03 P.M.

Selectman Paul Sullivan's amendment to Section 5B was adopted. 9:04 P.M.

Michael Skerry's amendment to Section 5B was adopted. 9:06 P.M.

Donna Haines' amendment to Section 5A was adopted. 9:08 P.M.

Ed Flanagan's amendment to Section 14 was withdrawn. 8:45 P.M.

Paul Fansel's amendment to Section 8 was defeated. 9:10 P.M.

Al Kinnon's amendment to Section 5B was adopted. 10:01 P.M.

Lee Toth's amendment to add a new Section 15A was adopted. 10:02 P.M.

RECONSIDERATION: Carl Krueger motioned to Reconsider Paul Sullivan's second amendment to Section 5B.

VOTED: Reconsideration was adopted. 215 yes, 27 no. 10:16 P.M.

RECONSIDERATION: Al Kinnon motioned to reconsider his amendment to Section 5B.

VOTED: Reconsideration was adopted. On a standing count the Moderator ruled more than 2/3's of the voters approved reconsideration. 10:17 P.M.

AMENDMENT WITHDRAWN: Paul Sullivan motioned to withdraw his second amendment to Section 5B.

VOTED: Motion to withdraw Paul Sullivan's second amendment was adopted. 10:19 P.M.

AMENDMENT WITHDRAWN: Al Kinnon motioned to withdraw his original amendment to Section 5B.

VOTED: Motion to withdraw Al Kinnon's original amendment to Section 5B was adopted. 10:20 P.M.

MOTION: A. Kinnon motioned to amend Section 5B with another amendment.

VOTED: This other amendment was adopted. 10:26 P.M.

NOTED: Finance Committee motion for Indefinite Postponement was defeated. 10:30 P.M.

Paul Sullivan's motion to adopt Article 1, as amended, was adopted. 10:31 P.M.

RECONSIDERATION: A. Kinnon motioned to Reconsider Article 1.

NOTED: No one stood in favor of Reconsideration. Moderator ruled, Reconsideration failed. 10:32 P.M.

The following submitted and adopted amendments are incorporated into Article 1.

AMENDMENT to Article 1, Section 5A

End of Paragraph 1:

Relatives of, employees of and/or business associates of elected officials shall not serve as members of the "Town Manager Screening Committee".

Donna Haines

AMENDMENT to Article 1, Section 5B.

The Selectmen elected as provided herein shall appoint, by a *four-fifths vote*, as soon as practicable, a town manager who shall be a person especially fitted by education, training and experience to perform the duties of the office.

Michael F. Skerry

AMEND Section 5B by:

"He shall possess at least a Bachelor Degree in public or business administration and five years as a city or town manager or head executive officer of a municipality or a Masters Degree in lieu of 2 years exp."

"any person holding public office in Tewksbury at the time of the enactment of this petition or has held public office in Tewksbury for two of the previous years shall not be allowed to hold this position.

Al Kinnon

Amend Section 14 to read:

The town treasurer-tax collector shall receive as compensation a *minimum of fifty (50%)* per cent of the salary of the town manager. The town accountant shall receive as compensation a *minimum of thirty three (33%)* per cent of the salary of the salary of the town manager. The chief assessor shall receive as compensation a *minimum of twenty five (25%)* of the salary of the town manager, and the remaining two members of the Board of Assessors shall receive as compensation a *minimum of ten (10%)* per cent of the salary of the town manager, or *whatever such sum the town shall raise and appropriate as compensation at its annual town meeting.*

Paul Sullivan

Amend by adding Section 15A:

Recall

(a) Application — Any person who holds an elected office with more than six months remaining of the term of office, may be recalled from the office by the voters in the manner provided in this section.

(b) Recall Petitions — One hundred and forty (140) or more voters may file with the town clerk an affidavit containing the name of the office whose recall is sought and a statement of the grounds upon which the petition is based. The signatures on such petitions shall contain the names of at least twenty voters in each of the precincts.

If said petition is found to be valid the town clerk shall thereupon deliver to the ten persons first named on such petitions, petition blanks demanding such recall, printed forms of which she shall keep available. The blanks may be com-

pleted by printing or typewriting; they shall be addressed to the Board of Selectmen; they shall contain the names of the ten persons to whom they are issued and the grounds for recall as stated in the affidavit; they shall demand the election of a successor to the office; they shall be dated and signed by the town clerk. The recall petitions shall be returned to the office of the town clerk within twenty (20) days following the date they are issued, signed by at least fifty (50) percent of the total number of persons voting at the previous annual town election.

The town clerk shall, within twenty-four (24) hours following such filing with her, submit the petitions to the board of registrars of voters which shall within five (5) days thereafter, certify thereon the number of signatures which are the names of voters.

(c) Recall Elections — If the petitions shall be certified by the registrars of voters to be sufficient, the town clerk shall forthwith submit the same with her certificate to the Board of Selectmen. Upon its receipt of the certified petitions the Board of Selectmen shall forthwith give notice, in writing, of said petition to the officer whose recall is sought. If said officer does not resign his office within five (5) days following delivery of said notice, the Board of Selectmen shall order a special election to be held not less than thirty-five (35) nor more than sixty (60) days after the date of the certification of the town clerk that the petition is sufficient. If a vacancy occurs in the office after a recall election has been ordered, the election shall nevertheless proceed as provided in this section, but only the ballots for candidates need be counted.

(d) Nomination of Candidates — An officer whose recall is sought may be a candidate to succeed himself in the event the vote on the question of recall is in the affirmative. The nomination of all candidates, the publication of the warrant for the recall election and the conduct of the recall election shall be in accordance with this Special Act and Mass. General Law regulating elections.

(e) Propositions on the Ballot — Ballots used at the recall election shall state the proposition in the order indicated:

For the recall of

(name of officer)

Against the recall of

(name of officer)

Adjacent to each proposition shall be a place to vote for either of said propositions. After the said proposition shall appear the word 'candidates' and the names of candidates arranged as prescribed by law. If a majority of the votes cast on the proposition is against the recall the votes for candidates need not be counted. If a majority of the votes cast is in favor of the recall the votes for candidates shall be counted and the candidate receiving the highest number of votes shall be declared elected.

(f) Officeholder — The incumbent shall continue to hold his office and to perform his duties until the recall election. If he is then not recalled he shall continue in his office for the remainder of his unexpired term, subject to recall as provided in section g.

If the officer is recalled he shall be deemed removed upon the certification of the election results. The candidate who receives the highest number of votes shall serve for the balance of the unexpired term.

(g) Request of Recall Petition-No recall petition shall be filed against an officer within six (6) months after he takes office, or in the case of an officer subjected to a recall election and not recalled thereby, until at least six (6) months after the election at which his recall was submitted to the voters.

Lee Toth

ARTICLE 2. To see if the town will vote to direct the Board of Selectmen to petition the General Court, under the provisions of Chapter 43B, paragraph 20 of the General Laws, to enact special legislation which will change the form of Town Government by creating the full-time elective office of Chief Administrator, or take any other action relative thereto.

ARTICLE 1. Incorporation; Short Title, Powers

Section 1-1 Incorporation

The inhabitants of the Town of Tewksbury, within the corporate limits established by law, shall continue to be a body corporate and politic under the name "Town of Tewksbury."

Section 1-2 Short Title

This instrument shall be known and cited as the Tewksbury Special Act: Elected Chief Administrator.

Section 1-3 Powers of the Town

Subject only to express limitations on the exercise of any power or function by a town in the constitution or the statutes of the Commonwealth, it is the intent and the purpose of the voters of Tewksbury, through the adoption of the Special Act to secure for the town all powers it is possible to secure under the constitution and statutes of the commonwealth, as fully and completely as though each power were specifically and individually enumerated herein.

The powers of the Town under this Special Act are to be construed liberally in favor of the Town and the Specific mention of particular powers of the Town as stated above.

Section 1-4 Intergovernmental Relations

Subject only to express limitations in the constitution or statutes of the Commonwealth, the Town may exercise any of its powers or perform any of its functions, and may participate in the financing thereof, jointly or in cooperation, by contract or otherwise, with the Commonwealth, or any political sub-division or agency thereof, or the United States government or agency thereof.

ARTICLE 2. Legislative Branch

Section 2-1 Town Meeting

The Annual Town Meeting shall continue in its present form and consistent with the Mass. General Laws and the By-Laws of the Town of Tewksbury, except as provided in this Special Act.

ARTICLE 3. Executive Branch

Section 3-1 Composition; Election, Term, and Eligibility

(a) The offices to be filled by the voters shall be as at present plus a Chief Administrator.

(b) The Board of Selectmen shall remain a five (5) member board, nominated and elected in the present manner for three (3) year terms.

(c) Any voter shall be eligible to hold any elective town office provided, however, no person shall simultaneously hold more than one elected town office.

Section 3-2 Chief Administrator

(a) The Chief Administrator shall be elected at the Annual Town Election by the registered voters of the Town for a term of three (3) years and shall serve as Chief Administrator until his successor is elected. The Chief Administrator shall hold no other elective position during his term of office, and his election to any other federal, state, or county office shall serve to vacate the office of Chief Administrator.

(b) He shall be a registered voter and legal resident of the Town of Tewksbury.

(c) He shall devote his full time to his office and he shall not engage in any other business, occupation, or profession

during his term.

(d) He shall receive an annual salary, not less than \$50,000.00, the exact amount to be set by the annual town meeting.

Section 3-3 Chief Administrator Power and Authority

(a) The Chief Administrator shall be the chief administrative officer of the Town and shall be responsible to the voters of Tewksbury for the proper discharge of all duties of the office and for the proper administration of all town affairs placed under his charge by or under this Special Act. The powers and duties shall include, but need not be limited to the following:

(b) The executive and administrative powers of the Town shall be vested in, and exercised by, the Chief Administrator except as may be provided by Mass. General Law, Town By-Law, and this Special Act.

(c) The Chief Administrator shall be responsible for the fiscal policies of the Town.

(d) He shall appoint, and may remove, subject to the civil service law where applicable, all department heads, all officers and subordinates and employees for whom no other method of selection is provided by this Special Act or by law, except persons serving under other elected officers or elected multiple member bodies.

(e) Appointments made by the Chief Administrator shall become effective on the fifteenth (15) day following the day on which notice of the proposed appointment is filed with the Board of Selectmen, unless the Board of Selectmen shall, within said period by majority vote of the full board vote to reject any such appointment, or has sooner voted to affirm it. Copies of all notices of appointments made by the Chief Administrator shall forthwith be posted on the Town Hall bulletin board.

(f) He shall be entrusted with the administration of a town personnel system, including but not limited to personnel policies and practices, rules and regulations, Personnel By-Law and all collective bargaining agreements entered into on behalf of the Town. He shall prepare, maintain and keep current a plan establishing the personnel staffing requirements for each town agency, except those under the jurisdiction of the School Committee, other elected officers, or elected multiple member bodies.

(g) He shall attend all regular and special meetings of the Board of Selectmen, unless excused at his own request, and shall have a voice, but no vote in all of its discussions, unless prohibited by Mass. General Law or Town By-Law.

(h) He shall attend all hearings relative to town meeting and shall answer all questions concerning warrant articles which are directed and which relate to matters under his general supervision.

(i) He shall prepare and submit a proposed annual operating budget and a proposed capital outlay program to the Board of Selectmen and the Finance Committee.

(j) He shall prepare and submit capital improvement programs to the Board of Selectmen at the end of each fiscal year and at such other times as it may reasonably require.

(k) He shall keep the Board of Selectmen and the public fully informed as to the financial condition and needs of the Town, and shall make such recommendations to the Board of Selectmen at the end of each fiscal year and at such other times as it may reasonably require.

(l) He shall assure that full and complete records of the financial and administrative activities of the Town are kept and shall render full reports to the Board of Selectmen at the end of each fiscal year and at such other times as it may reasonably require.

(m) He shall have jurisdiction over the rental and use of all town facilities, except those under the jurisdiction of the School Committee. He shall be responsible for the maintenance and repair of all town facilities, including, if authorized by a town meeting vote, school buildings and grounds.

(n) He may at any time inquire into the conduct of office of any town officer, employee, or agency under his jurisdiction.

(o) He shall assure that a full and complete inventory of all property of the Town, both real and personal, is kept, including all property under the jurisdiction of the School Committee and other elected town officers and multiple member bodies.

(p) He shall be responsible for the negotiation of all contracts with town employees over wages, hours, and other terms and conditions of employment; provided, however, that any such contract as he may propose may be rejected by a majority vote of the full Board of Selectmen within fifteen (15) days following the date it is submitted to such board.

(q) He shall be responsible for the purchase of all supplies, materials, and equipment, and shall award all contracts for supplies, materials and equipment for all departments and activities of the Town, under his jurisdiction, except in the case of emergency. He shall examine and inspect or cause to be examined and inspected, the quality, and condition of all supplies, materials and equipment delivered to or received by any town agency under his jurisdiction.

(r) He may authorize any subordinate officer or employee to exercise any power or function he is authorized to exercise, provided, however, that all acts performed under such delegation shall be deemed to be his acts.

(s) He shall perform such other duties as may be required of him by this Special Act, Town By-Law or town meeting vote.

(t) He shall see that all provisions of Mass. General Law, this Special Act, Town By-Law, and other votes of the town meeting, and votes of the Board of Selectmen which require enforcement by him, or officers and employees subject to his direction and supervision, are faithfully carried out, performed and enforced.

(u) He shall supervise, direct and be responsible for the efficient administration of all functions under his control. Said functions to include the administration of all offices, agencies, committees, commissions, and town departments formerly supervised and administered by the Board of Selectmen/Department of Public Works Commissioners, as well as other duties and functions authorized by this Special Act. by By-Law, or by town meeting vote, including all officers appointed by him and their respective departments.

(v) He shall submit to the Town an annual report covering the performance of his office and stating the actions he has taken in the preceding year. The Chief Administrator's report shall be included in the annual town report.

Section 3-4 Power of Appointment

The Chief Administrator shall appoint members of the town boards and commissions created by Mass. General Law, Town By-Law, and this Special Act, including all those presently appointed by the Board of Selectmen or by the Chairman of the Board of Selectmen, except as otherwise specifically provided. He shall fill the vacancies on all boards and committees. His appointment to boards and committees shall require confirmation by the Board of Selectmen.

Section 3-5 Manner of Making Appointments.

(a) In making his appointments, the Chief Administrator shall do so based solely on the fitness of the appointee and

the best interest of the Town.

(b) He shall make all appointments in writing, signed by him and filed with the Town Clerk.

(c) The appointee shall be sworn to office only upon the filing of this certificate of appointment and in no case shall assume any of his duties until he is sworn to office.

Section 3-6 Direction of Chief Administrator

Unless otherwise provided in this Special Act, all divisions, departments, offices, and agencies, appointed by the Chief Administrator shall be administered by him or any officer appointed by and subject to the supervision of the Chief Administrator.

Section 3-7 Town Counsel

(a) The Town Counsel shall be appointed by the Chief Administrator and this appointment shall require confirmation by the Board of Selectmen.

(b) Whenever the town counsel shall prepare for the information of any town agency a written opinion concerning any aspect of the public business he shall file a copy of the said written opinion in the office of the Chief Administrator. The Chief Administrator shall keep the copies of all written opinions filed under this section in a record book maintained for that purpose, to which the public shall have a convenient right to access.

Section 3-8 Board of Selectmen Power and Authority

(a) The executive powers of the Town shall be vested in the Board of Selectmen. The Board of Selectmen shall have all of the executive powers given to Boards of Selectmen by Mass. General Law or otherwise.

(b) No individual member of the Board of Selectmen, nor a majority of them, shall at any time, attempt to become involved in the day-to-day administration of the affairs of the Town. It is the intention of this provision that the Board of Selectmen shall act only through the adoption of policy directives and guidelines which shall be implemented by the Chief Administrator.

(c) The Board of Selectmen shall cause all of the laws and orders for the government of the Town to be enforced and shall cause a record of all its official acts to be kept.

(d) Licensing Authority — The Board of Selectmen shall be the licensing board for the Town and shall have a power to issue licenses, to make all necessary rules and regulations regarding the issuance of such licenses and to attach conditions and to impose restrictions on any such license it may issue as it deems to be in the public interest, and to enforce all laws relating to all such businesses for which it issues licenses.

(e) The Chairman of the Board of Selectmen shall be elected by the members of the Board of Selectmen at the first meeting following the annual election and shall preside at the meetings of the board, but shall have no administrative duties.

(f) The Board of Selectmen may adopt rules, not inconsistent with this Special Act, governing its own proceedings and other matters pertaining to the exercise of its powers and the performance of its duties.

(g) The Board of Selectmen shall meet regularly at least twice in every month. Special meetings may be held if called by the Chief Administrator, the Chairman of the Board of Selectmen, or by any three (3) members of the board, provided that notice of such meeting shall have been hand delivered to each other member in person or sent by registered mail at least forty-eight (48) hours in advance thereof.

(h) Members of the Board of Selectmen shall receive a salary approved by the annual town meeting.

ARTICLE 4. Elected Officials

Section 4-1 Membership; Term, Compensation and Recall

(a) Office	Term	Members
Chief Administrator	3 years	1
Selectmen	3 years	5
Town Clerk	3 years	1
Assessors	3 years	3
Auditor	3 years	1
Treasurer/Collector	3 years	1
Board of Health	3 years	3
Moderator	3 years	1
School Committee	3 years	5
Regional Vocational		
School District	3 years	2
Planning Board	5 years	5
Housing Authority	5 years	5
Library Trustees	3 years	6
Trust Fund		
Commissioners	3 years	3

(b) Compensation: Compensation of elected officials shall be determined by town meeting or town by-law.

(c) Filling of Vacancies of Elected Officials: The office of elected officials shall become vacant upon the death, resignation or removal from office in any manner authorized by Mass. General Law and said vacancy shall be filled as specified in the Mass. General Law.

Section 4-2 School Committee Composition and Eligibility

(a) There shall be a School Committee of five (5) members who shall be nominated and elected by the voters.

(b) The term of the School Committee members shall be for three (3) years until their successor is qualified.

(c) The Chief Administrator and/or his designee may attend any and all meetings and may participate in any and all discussions as a non-voting member.

(d) The School Committee shall have powers and duties which school committees have under Mass. General Law, Town By-Law, and this Special Act.

ARTICLE 5. Recall

(a) Application — Any person who holds an elected office with more than six months remaining of the term of office, may be recalled from the office by the voters in the manner provided in this section.

(b) Recall Petitions — One hundred and forty (140) or more voters may file with the town clerk an affidavit containing the name of the office whose recall is sought and a statement of the grounds upon which the petition is based. The signatures on such petitions shall contain the names of at least twenty voters in each of the precincts.

If said petition is found to be valid the town clerk shall thereupon deliver to the ten persons first named on such petitions, petition blanks demanding such recall, printed forms of which she shall keep available. The blanks may be completed by printing or typewriting; they shall be addressed to the Board of Selectmen; they shall contain the names of the ten persons to whom they are issued and the grounds for recall as stated in the affidavit; they shall demand the election of a successor to the office; they shall be dated and signed by the town clerk. The recall petitions shall be returned to the office of the town clerk within twenty (20) days following the date they are issued, signed by at least fifty (50) percent of the total number of persons voting at the previous annual town election.

The town clerk shall, within twenty-four (24) hours following such filing with her, submit the petitions to the board of registrars of voters which shall within five (5) days thereafter, certify thereon the number of signatures which are the names of voters.

(c) Recall Elections — If the petitions shall be certified by the registrars of voters to be sufficient, the town clerk shall forthwith submit the same with her certificate to the Board of Selectmen. Upon its receipt of the certified petitions the Board of Selectmen shall forthwith give notice, in writing, of said petition to the officer whose recall is sought. If said officer does not resign his office within five (5) days following delivery of said notice, the Board of Selectmen shall order a special election to be held not less than thirty-five (35) nor more than sixty (60) days after the date of the certification of the town clerk that the petition is sufficient. If a vacancy occurs in the office after a recall election has been ordered, the election shall nevertheless proceed as provided in this section, but only the ballots for candidates need be counted.

(d) Nomination of Candidates — An officer whose recall is sought may be a candidate to succeed himself in the event the vote on the question of recall is in the affirmative. The nomination of all candidates, the publication of the warrant for the recall election and the conduct of the recall election shall be in accordance with this Special Act and Mass. General Law regulating elections.

(e) Propositions on the Ballot — Ballots used at the recall election shall state the proposition in the order indicated:

For the recall of
(name of officer)
Against the recall of
(name of officer)

Adjacent to each proposition shall be a place to vote for either of said propositions. After the said proposition shall appear the word 'candidates' and the names of candidates arranged as prescribed by law. If a majority of the votes cast on the proposition is against the recall the votes for candidates need not be counted. If a majority of the votes cast is in favor of the recall the votes for candidates shall be counted and the candidate receiving the highest number of votes shall be declared elected.

(f) Officeholder — The incumbent shall continue to hold his office and to perform his duties until the recall election. If he is then not recalled he shall continue in his office for the remainder of his unexpired term, subject to recall as provided in section g.

If the officer is recalled he shall be deemed removed upon the certification of the election results. The candidate who receives the highest number of votes shall serve for the balance of the unexpired term.

(g) Request of Recall Petition-No recall petition shall be filed against an officer within six (6) months after he takes office, or in the case of an officer subjected to a recall election and not recalled thereby, until at least six (6) months after the election at which his recall was submitted to the voters.

ARTICLE 6. Financial Procedures

Section 6-1 Finance Committee; Membership and Appointment; Duties

(a) The Finance Committee shall continue to be appointed as presently provided by Town By-Law.

Section 6-2 Chief Administrator — Action on Budget

(a) Town Officials, Department Heads, any committees, or commissions responsible for appropriation or expenditure of town monies shall submit a copy of their proposed budget, for the ensuing year, to the Chief Administrator and the Finance Committee by or on the date prescribed by the Town By-Laws.

(b) Upon the written request of the Chief Administrator, Elected Officials, Department Heads, any Committee, or Commission responsible for appropriation or expenditure of town monies, shall appear before the Chief Administrator.

(c) The final budget adopted by the School Committee shall be submitted to the Chief Administrator 60 days prior to the Annual Town Meeting to enable him to consider the effect on the total town budget he is required to recommend.

(d) Public Hearings: The Finance Committee shall hold hearings on the budget which shall be posted and also advertised in a local newspaper. Copies of the budget shall be made available to the public in accordance with Mass. General Law, Town By-Law, and this Special Act. The Chief Administrator shall attend these public hearings.

(e) The Chief Administrator and the Finance Committee shall meet jointly and prepare, in print, their respective recommendations which shall be submitted to the Board of Selectmen, in a timely manner.

(f) Recommendations of the Chief Administrator and the Finance Committee shall be printed alphabetically by department and shall contain four (4) columns: the appropriation of the previous year, the current request of the department head, the Finance Committee recommendations, and the Chief Administrator's recommendations.

(g) The final recommendations of the Chief Administrator and Finance Committee shall be made available, in writing, to the public, five (5) days before any town meeting.

ARTICLE 7.

Section 7-1 Temporary Absence of Chief Administrator

(a) Acting Chief Administrator: Whenever, by reason of sickness, absence from town, or other cause, the Chief Administrator shall be unable to perform the duties of his office for a period of three (3) working days, the Chairman of the Board of Selectmen shall be the Acting Chief Administrator.

The Board of Selectmen, by the full board's unanimous vote, may make the determination that the Chief Administrator is unable to function as desired above.

(b) Powers of the Acting Chief Administrator: The Acting Chief Administrator shall have all of the powers of the Chief Administrator except that he shall not make any permanent appointments or removal to or from any office.

(c) If the Chairman of the Board of Selectmen cannot serve as Acting chief Administrator or the Chief Administrator's sickness, absence, or other cause extends ten (10) consecutive working days, the Board of Selectmen shall select a person for the position of Acting Chief Administrator, who shall meet the qualifications described in Section 4-2 (b) of this Special Act. The Board of Selectmen may appoint any qualified voter of the Town of Tewksbury except themselves.

(d) If the position of Chief Administrator becomes vacant by resignation, death, or removal from office in any manner authorized by Mass. General Law or this Special Act, the Board of Selectmen shall select an Acting Chief Administrator as provided in Section 4-8 (c). In this case the Acting Chief Administrator shall serve until a Special Town Election is held on the Saturday which falls closest to ninety (90) days from the date the vacancy occurred except when the Annual Town Election is scheduled to be held between ninety (90) days and one hundred and twenty (120) days from the date the vacancy occurred in which case no Special Town Election shall be held and the Acting Chief Administrator shall serve until the aforesaid Annual Election is held.

ARTICLE 8. General Provisions

Section 8-1 Resignations

Resignations shall include the effective date of resignation and shall be signed. No resignations shall be deemed effective until it is filed with the town clerk. Upon the receipt of

the resignation, the town clerk shall notify the Chief Administrator and where applicable, the Chairman of the Board or Commission affected by the resignation.

Section 8-2 Rules and Regulations

A copy of all rules and regulations adopted by any town agency shall be filed in the office of the town clerk.

Section 8-3 Severability

If any provision of this Special Act is held invalid, the other provisions of the Special Act shall not be affected thereby. If the application of the Special Act or any of its provisions to any person or circumstances is held invalid, the application of the Special Act and its provisions to other persons and circumstances shall not be affected thereby.

Section 8-4 Specific Provisions Shall Prevail

(a) To the extent that any specific provision of this Special Act conflicts with any provision expressed in this Special Act in general terms, the specific provisions shall prevail.

(b) Special Act Changes: This Special Act may be replaced, revised or amended in accordance with any procedure made available under the state constitution, or by statute enacted in accordance with the state constitution.

Section 8-5 References to Mass. General Laws

All references to the Mass. General Laws contained in this Special Act refer to the General Laws of the Commonwealth of Massachusetts and are intended to include any amendments or revisions to such Chapters and sections or to the corresponding Chapters and Sections of any rearrangement of the General Laws enacted subsequent to the adoption of this Special Act.

Section 8-6 References to Town By-Laws

All references to the Town By-Laws contained in this Special Act refer to the Town By-Laws of the Town of Tewksbury and are intended to include any amendments or revisions and Sections of any rearrangements of the Town By-Laws enacted subsequent to the adoption of this Special Act.

Section 8-8 Definitions

Unless another meaning is clearly apparent from the manner in which the word is used, the following words used in this Special Act shall have the following meanings:

(a) Special Act: The words "Special Act" shall mean this Special Act and any amendments to it made through any method provided under Article LXXXIX of the amendments of the State Constitution.

(b) Town: The word "Town" or "town" shall mean the Town of Tewksbury.

(c) Town Agency: The words "town agency" shall mean any board, commission, committee, department, or office of the town government.

(d) Full Board: The words "full board" shall mean the entire compliment of the Board of Selectmen, notwithstanding any vacancies which might exist.

(e) Majority Vote: The words "majority vote" shall mean a majority of those present and voting; provided that a quorum of the body is present when the vote is taken.

(f) Voters: The word "voters" shall mean registered voters of the Town of Tewksbury.

(g) Days: The word "days" shall refer to business days, not including Saturdays, Sundays and legal holidays when the time set is less than seven (7) days; when the time set is seven (7) days or more, every day shall be counted.

(h) Emergency: The word "emergency" shall mean a sudden, unexpected, unforeseen happening, occurrence or condition which necessitates immediate action.

(i) Multiple Member Body: The words "multiple member body" shall mean any board consisting of two (2) or more persons, whether elected, appointed or otherwise constituted.

(j) General Laws (G.L.): The words "General Law(s)" (used with initial capitals) shall refer to the Mass. General Laws of the Commonwealth as they exist at the time this Special Act is adopted and are intended to include all applicable amendments or revisions or to the corresponding Chapters and Sections of any recodification or rearrangement adopted subsequent to the adoption of this Special Act.

(k) Town By-Law: The word "Town By-Law" shall refer to the Town of Tewksbury Town By-Laws as they exist at the time this Special Act is adopted and are intended to include all applicable amendments or revisions or rearrangements adopted subsequent to the adoption of this Special Act. In a case where any provisions of this Special Act is in conflict with any provision expressed in the Town By-Laws, the provisions of this Special Act shall prevail.

Section 8-9 Number and Gender

Words importing the singular number may extend and be applied to several persons or things; words importing the plural number may include the singular; words importing the masculine gender shall include the feminine gender.

ARTICLE 9. Boards, Commissions and Committees

Section 9-1 Creation of Boards, Commissions, and Committees

In addition to the boards, commissions and committees created by this Special Act, the Chief Administrator may by approval of the Board of Selectmen and Town Meeting establish boards, commissions, and committees and may prescribe their composition, function, and duties within the limits prescribed by Mass. General Law, Town By-Law, and this Special Act.

Section 9-2 Appointing Authority

Unless otherwise specifically provided, appointments to boards, commissions, and committees, including vacancies or expired terms, shall be made by the Chief Administrator subject to confirmation by the Board of Selectmen.

Section 9-3 Duties

Boards, commissions, and committees shall exercise their powers in accordance with Mass. General Law, Town By-Law, and this Special Act.

ARTICLE 10. Administrative Organization

Section 10-1 Personnel By-Law:

Except as provided in this Special Act, the Personnel By-Laws shall remain in force.

Section 10-2 Collective Bargaining

Policies and procedures governing municipal collective bargaining and other relationships with employee organizations under the Chief Administrator and the Board of Selectmen's jurisdiction shall be proposed by the Chief Administrator with confirmation by the Board of Selectmen.

Section 10-3 Reorganization Plans by the Chief Administrator

The Chief Administrator may from time to time prepare and submit to the Board of Selectmen, reorganization plans which may, subject to applicable law, this Special Act and Town By-Law, reorganize, consolidate, or abolish any town board, commission, committee, in whole or in part, as he deems necessary or expedient. Such reorganization plan shall

be accompanied by an explanatory message when submitted to the Board of Selectmen for consideration subject to town meeting approval.

Section 10-4 Appointments by Elected Administrative Officials

All vacancies in an elected administrative head's department shall be filled by that administrative head.

ARTICLE 11. Transitional Provisions

Section 11-1 Continuation

(a) All By-Laws, commitments of the previous Board of Selectmen, town meeting votes, rules and regulations of the town which are in force at the time this Special Act is adopted and not inconsistent with the provisions of this Special Act, shall continue to be in force until amended or repealed.

(b) All town boards, commissions, elected officers, and employees shall continue to perform their duties according to Mass. General Law, Town By-Law, Personnel By-Law, Civil Service (where applicable), except as provided in this Special Act.

Section 11-2 Effect on Obligations, Taxes, and Other Legal Acts

All official bonds, recognizances, contracts, and other instruments entered into by or to the Town before the adoption of this Special Act and all taxes, special assignments, fines, penalties, forfeitures incurred or imposed due or owing to the Town, shall be enforced and collected, and all writs, prosecutions, actions, and causes of action, except as herein otherwise provided, shall continue without abatement and remain unaffected by this Special Act, and no legal act done by or in favor of the Town shall be rendered invalid by the adoption of this Special Act.

The following question shall appear on the November 1986 State Election Ballot or, if the Special Act is not approved by the State Legislature in time to be submitted for printing on the State Ballot, it shall appear on the ballot of a Special Town Election to be held on or before January 31, 1987.

"Shall the Town approve the Tewksbury Special Act: Elected Chief Administrator approved at the May 6, 1986 Special Town Meeting and enacted by the State Legislature and which provides for the election of a Chief Administrator and defines his office and duties, redefines some of the powers and duties of the Board of Selectmen, extends the term of office of the Moderator to a three year term and provides a procedure to recall elected officials?"

NORMAN O. BOUDREAU
AND OTHERS

MOTION: Finance Committee motioned for Indefinite Postponement.

VOTED: Motion to Indefinitely Postpone Article 2 was adopted. 10:32 P.M.

ARTICLE 3. To see if the Town will vote to transfer certain previously appropriated sums of money to specific existing accounts which will be designated at town meeting, or take any other action relative thereto.

BOARD OF SELECTMEN
FINANCE COMMITTEE

MOTION: Finance Committee motioned to adopt and to make the following transfers:

From		To	
Ageing, Operating	754	Ageing Salary	754
Unemployment Compensation	9155	Selectmen Negotiation	9155
Library, Salary	2945	Fire, Operating	2945
Revenue Sharing	70000	Group Insurance	70000
Revenue Sharing	31899	Health Rubbish Acct.	31899
DPW Gas/Diesel	12000	Health Rubbish Acct.	12000
DPW Sewer & Well			
Project Acct	14000	Health Rubbish Acct.	14000
Library, Salary	1055	Health Rubbish Acct.	1055
Library, Automation	1900	Health Rubbish Acct.	1900
Health Operating	7700	Health Rubbish Acct.	7700

VOTED: Motion for Adoption & Transfer, as recommended by the Finance Committee, was adopted. 10:35 P.M.

ARTICLE 4. To see if the Town will vote to accept a grant of land from Thomas Wayne Fuller and Jayne Carol Fuller for conservation purposes only two parcels of land described as the Sutton Meadow consisting of approximately 6 acres of land and shown as lot 0039 on Assessors Map 0110 and both parcels more particularly described in a deed recorded in Middlesex North District Registry of Deeds Book 2214, page 435, said premises to be under the jurisdiction of the conservation commission, or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: Finance Committee motioned to Adopt. Board of Selectmen concurred.

VOTED: Article 4 was adopted. 10:36 P.M.

ARTICLE 5. To see if the Town will vote to accept as a gift from the Commonwealth of Massachusetts one 110' aerial ladder truck to be under the custody, control, maintenance and ownership of the Town of Tewksbury for the protection of the

Town and State Property in regard to fire and rescue, or take any other action relative thereto.

James J. Morris
Acting Chief
Fire Department

MOTION: Finance Committee motioned to Adopt. Board of Selectmen concurred and thanked Asst. Fire Chief James Morris and Rep. J. Miceli and Sen. McGovern for their diligent effort in making this gift possible.

VOTED: Article 5 was adopted. 10:37 P.M.

A motion was made to adjourn the May 6, 1986, Special Town Meeting, sine die.

Motion for adjournment was adopted. 10:38 P.M.

ATTEST: Elizabeth A. Carey, CMC
Town Clerk

Pursuant to Section 15A, Chapter 41, Massachusetts General Laws, I hereby certify the funds appropriated at the Special Town Meeting convened by proper Warrant, Tuesday, May 6, 1986.

APPROPRIATION CERTIFICATE-SPECIAL TOWN MEETING-MAY 6, 1986

Article	Raise & Appropriate	Transfer	Borrow
3. Certain sums of money to specific existing accounts	.00	151,408.00	Previously approp. monies
Total Raise & Appropriate	.00		
Total Transfer		151,408.00	
Total Borrow			.00

ATTEST: Elizabeth A. Carey, CMC
Town Clerk

Special Town Meeting June 16, 1986

Tewksbury Memorial High School
Pleasant Street
June 16, 1986

Moderator William Hurton delayed the start of the Special Town Meeting for fifteen (15) minutes to allow those detained in heavy traffic on Pleasant Street and in the parking lot an opportunity to be checked in.

The Special Town Meeting convened at 8:15 P.M.

The Moderator read the Town Meeting Guidelines regarding voting and the visitors section and emphasized that all voters must have their voter identification ribbon conspicuously displayed or they would not be counted by the counters.

There were 1353 registered voters and 25 visitors.

SPECIAL TOWN MEETING June 16, 1986

ARTICLE 1. To see if the Town will vote to override Article 33 of the Annual Town Meeting of May 5th, 1986; so as to reduce the appropriated sum of \$310 thousand dollars to zero dollars for private school transportation.

James J. Mackey
and others

The Moderator addressed the assembly and stated that he had researched the Town By-Laws, especially Article 1, Sec-

tion 16, and he had also consulted with Town Counsel and the Moderator's decision was that Article 1 would require a three-fourths (¾) vote

MOTIONS: Wil Lambert motioned for Indefinite Postponement. Finance Committee Chairman Thomas Boyle, motioned for Adoption, and to reduce appropriation to \$90,000. James Mackey motioned to Adopt Article 1 as it stands in the warrant.

Armando DeCarolis motioned to Move the Question. Al Kinnon motioned to Amend Article 1.

AMENDMENT: Amend Article 1 by deleting everything after the date "May 5th, 1986;" and inserting the following: So as to change the wording and appropriated amount to read as follows "To see if the Town will Raise and Appropriate the sum of \$90,000. The funds are to be used as reimbursements of private school transportation. Funds will be distributed in June of 1987. This money is available only to Tewksbury Residents attending private non-residential schools in Grades Kindergarten through Grade Twelve for a full school year. The funds will be disbursed by the Board of Selectmen. Each students parent or legal guardian will be entitled to an equal share of the funds available based on the number of requests for reimbursement but not to exceed the cost per pupil for

transportation of public school children for the previous school year as determined by the School Department.

VOTED: The motion to Move the Question was adopted by a voice vote. (9:11 P.M. 6-16-86)

The motion to Amend Article 1 was defeated by a voice vote. (9:15 P.M. 6-16-86)

The motion for Indefinite Postponement was defeated by a voice vote. (9:16 P.M. 6-16-86)

Over seven (7) voters requested a standing count on the motion for Indefinite Postponement. Indefinite Postponement was defeated. 482 - Yes, 796 - No. (9:28 P.M. 6-16-86)

The motion to Adopt Article 1 with the figure zero (0) failed on a standing count. 770 - Yes, 503 - No. (9:36 P.M.) Total voting was 1273 with $\frac{3}{4}$ vote required to pass. (955)

The motion to Adopt Article 1 with a figure of \$90,000 failed on a standing count. 794 - Yes, 472 - No. (9:47 P.M.) Total voting was 1266 with $\frac{3}{4}$ vote required to pass. (950)

A motion was made to Reconsider Article 1. On a standing count Reconsideration failed by the required two-thirds ($\frac{2}{3}$) vote. (611) 422 - Yes, 494 - No. (9:57 P.M. 6-16-86)

ARTICLE 2. To see if the Town will vote to amend the Zoning By-Law as follows or take any other action thereto:

DELETE: Section 5.1.1 in its entirety.

ADD: New Section 5.1.1 as follows:

Special permit for office, retail and industrial uses - The Planning Board may grant a Special Permit exempting office, retail and industrial uses (Sections 4.6.D, 4.6.E and 4.6.G respectively of the Use Regulation Schedule) from strict compliance with the Principle Use Requirements of Section 5.1 of this By-Law. Such permit, if granted, shall allow the erection of more than one principle use structure or building upon a lot, which, at the time of the granting of the permit, otherwise conforms to the requirements of Section 5.3 (Schedule of Lot Coverage and Dimensional Requirements).

BOARD OF SELECTMEN

MOTION: The Board of Selectmen motioned to withdraw Article 2.

VOTED: Article 2 was withdrawn by a voice vote. (10:06 P.M. 6-16-86)

A motion to waive the Moderator's reading of the Warrant Articles was Adopted by a voice vote. (10:07 P.M. 6-16-86)

ARTICLE 3. To see if the Town will vote to amend the Zoning By-Law, Section 15 and 16 as follows, or take any other action thereto.

CHANGE: The words "Building Commissioner" or "Building Inspector" to "Wetlands and Floodplains Committee," wherever they appear in Section 15 or Section 16 of the Zoning By-Law.

ADD: To Section 15.8 and Section 16 the following definition:

Wetlands and Floodplain Committee - A committee comprised of the Chairmen of the Board of Selectmen, the Planning Board, and the Conservation Commission of the Town of Tewksbury.

BOARD OF SELECTMEN

MOTION: The Board of Selectmen motioned to withdraw Article 3.

VOTED: Article 3 was withdrawn by a voice vote. (10:07 P.M. 6-16-86)

ARTICLE 4. To see if the Town will vote to raise and appropriate or transfer from available funds, the sum of \$79,495.00 for the purpose of implementing a collective bargaining agree-

ment for fiscal 1987 between the Town of Tewksbury and the Tewksbury Police Local 352 of the I.B.P.O. Said sum to be expended by the Police Dept., or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: Finance Committee motioned to Adopt and Raise and Appropriate \$93,163 for the purpose of the Article.

A motion was made to Amend Article 4.

AMENDMENT: To see if the Town will appropriate from those sums appropriated for private school transportation the sum of \$93,163 for the purpose of. . .

MODERATOR: The Moderator refused to accept this amendment. Reason: The will of the people (per Town By-Law Article I, Section 16) had just been expressed after two (2) hours of debate re: Article 1 of this Special Town Meeting.

VOTED: The motion to Adopt and Raise and Appropriate \$93,163 for the purpose of Article 4 was Adopted by a voice vote. (10:15 P.M. 6-16-86)

ARTICLE 5. To see if the Town will vote to raise and appropriate or transfer from available funds, the sum of \$52,572.00 for the purpose of implementing a collective bargaining agreement for fiscal 1987 between the Town of Tewksbury and the Tewksbury Police Dept. Superior Officers. Said sum to be expended by the Police Dept., or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: Finance Committee motioned to Adopt and Raise and Appropriate \$41,996.

VOTED: The motion to Adopt and Raise and Appropriate \$41,996 was Adopted by a voice vote. (10:16 P.M. 6-16-86)

ARTICLE 6. To see if the town will vote to amend the personnel by-law, Section III:
Effective Date July 1, 1986

WAGE SCHEDULE — EFFECTIVE 7/1/86

	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI
Confidential Secretary	13,169	13,959	14,797	15,684	16,625	17,623
Sr. Confidential Secretary	16,625	17,623	18,680	19,801	20,990	22,249
Secretary Part Time - Hourly	5.65	5.99	6.34	6.73	6.82	7.26
Executive Secretary	25,179	26,689	28,289	29,987	31,785	33,852
Traffic Supervisors - Monthly	252	268	283	301	322	339
Wire Inspector	3,466	3,674	3,894	4,128	4,376	4,662
Part Time Plumbing & Gas Inspector Assistant	PAID ON AN ESTABLISHED FEE BASIS					
Plumbing & Gas Inspector	PAID ON AN ESTABLISHED FEE BASIS					
Veterans Agent/Labor Service Director/Affirm Action officer	17,871	18,944	20,081	21,286	22,564	23,918
Director of Civil Defense	529	562	595	631	668	712
Recreation Leader - Full Time	10,255	10,870	11,685	12,214	12,947	13,787
Recreation Asst. Leader-Part Time	5,127	5,436	5,762	6,108	6,473	6,897
Director Special Needs Children	2,445	2,592	2,745	2,914	3,041	3,238
Dental Hygienist	6,476	6,866	7,278	7,715	8,187	8,709
Director of Public Health	22,236	23,570	24,985	26,483	28,072	29,756
Animal Inspector	1,112	1,178	1,249	1,324	1,403	1,495
Assistant Dog Officer - Hourly						8.25
Building Custodian Police Dept.	2,119	2,246	2,381	2,524	2,675	2,853
Coordinator of Elder Affairs	12,602	13,357	14,159	15,009	15,910	16,944
Building Commissioner	22,236	23,570	24,985	26,483	28,072	29,756
Superintendent of Public Works	32,200	34,132	36,179	38,349	40,649	43,088
Library Director	22,236	23,570	24,985	26,483	28,072	29,756
Library Page-Part Time	PAID AT THE PREVAILING MINIMUM WAGE OF YOUTHS					

WAGE SCHEDULE — EFFECTIVE 1/1/87

	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI
Confidential Secretary	13,762	14,587	15,463	16,390	17,373	18,416
Sr. Confidential Secretary	17,373	18,416	19,521	20,692	21,935	23,250
Secretary Part Time - Hourly	5.90	6.25	6.62	7.03	7.12	7.58
Executive Secretary	26,312	27,890	29,562	31,336	33,215	35,375
Traffic Supervisors - Monthly	263	280	295	314	336	354
Wire Inspector	3,621	3,839	4,069	4,313	4,572	4,871
Part Time Plumbing & Gas Inspector Assistant	PAID ON AN ESTABLISHED FEE BASIS					
Plumbing & Gas Inspector	PAID ON AN ESTABLISHED FEE BASIS					
Veterans Agent/Labor Service Director/Affirm Action officer	18,675	19,796	20,984	22,243	23,579	24,994
Director of Civil Defense	552	587	621	659	698	744
Recreation Leader - Full Time	10,716	11,359	12,210	12,763	13,529	14,407
Recreation Asst. Leader-Part Time	5,357	5,680	6,021	6,382	6,764	7,207
Director Special Needs Children	2,555	2,708	2,871	3,045	3,177	3,383
Dental Hygienist	6,767	7,174	7,605	8,062	8,555	9,100
Director of Public Health	23,236	24,630	26,109	27,674	29,335	31,095
Animal Inspector	1,162	1,231	1,305	1,383	1,466	1,562
Assistant Dog Officer - Hourly						8.62
Building Custodian Police Dept.	2,214	2,347	2,488	2,637	2,796	2,981
Coordinator of Elder Affairs	13,169	13,958	14,796	15,684	16,625	17,706
Building Commissioner	23,236	24,630	26,109	27,674	29,335	31,095
Superintendent of Public Works	32,200	34,132	36,179	38,349	40,649	43,088
Library Director	23,236	24,630	26,109	27,674	29,335	31,095
Library Page-Part Time	PAID AT THE PREVAILING MINIMUM WAGE OF YOUTHS					

WAGE SCHEDULE — EFFECTIVE 7/1/87

	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI
Confidential Secretary	14,381	15,243	16,159	17,128	18,155	19,245
Sr. Confidential Secretary	18,155	19,245	20,399	21,623	22,922	24,296
Secretary Part Time - Hourly	6.16	6.53	6.91	7.34	7.44	7.92
Executive Secretary	27,496	29,144	30,892	32,746	34,709	36,966
Traffic Supervisors - Monthly	274	292	308	328	351	369
Wire Inspector	3,783	4,011	4,252	4,507	4,772	5,090
Part Time Plumbing & Gas Inspector Assistant	PAID ON AN ESTABLISHED FEE BASIS					
Plumbing & Gas Inspector	PAID ON AN ESTABLISHED FEE BASIS					
Veterans Agent/Labor Service Director/Affirm Action officer	19,516	20,687	21,928	23,243	24,640	26,118
Director of Civil Defense	576	613	648	688	729	777
Recreation Leader - Full Time	11,198	11,870	12,759	13,337	14,137	15,055
Recreation Asst. Leader-Part Time	5,598	5,935	6,291	6,669	7,068	7,531
Director Special Needs Children	2,669	2,829	3,000	3,182	3,319	3,535
Dental Hygienist	7,071	7,496	7,947	8,424	8,939	9,509
Director of Public Health	24,281	25,738	27,283	28,919	30,655	32,494
Animal Inspector	1,214	1,286	1,363	1,445	1,531	1,632
Assistant Dog Officer - Hourly						9.00
Building Custodian Police Dept.	2,313	2,452	2,599	2,755	2,921	3,115
Coordinator of Elder Affairs	13,761	14,586	15,461	16,389	17,373	18,502
Building Commissioner	24,281	25,738	27,283	28,919	30,655	32,494
Superintendent of Public Works	32,200	34,132	36,179	38,349	40,649	43,088
Library Director	24,281	25,738	27,283	28,919	30,655	32,494
Library Page-Part Time	PAID AT THE PREVAILING MINIMUM WAGE OF YOUTHS					

WAGE SCHEDULE — EFFECTIVE 1/1/88

	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI
Confidential Secretary	15,028	15,929	16,886	17,899	18,972	20,111
Sr. Confidential Secretary	18,972	20,111	21,317	22,596	23,953	25,389
Secretary Part Time - Hourly	6.43	6.82	7.22	7.67	7.77	8.27
Executive Secretary	28,733	30,456	32,282	34,219	36,270	38,692
Traffic Supervisors - Monthly	286	305	321	342	366	385
Wire Inspector	3,953	4,191	4,443	4,709	4,991	5,319
Part Time Plumbing & Gas Inspector Assistant	PAID ON AN ESTABLISHED FEE BASIS					

Plumbing & Gas Inspector PAID ON AN ESTABLISHED FEE BASIS

Veterans Agent/Labor Service Director/Affirm Action officer	20,394	21,617	22,914	24,288	25,748	27,293
Director of Civil Defense	601	640	677	718	761	811
Recreation Leader - Full Time	11,701	12,404	13,333	13,937	14,773	15,732
Recreation Asst. Leader-Part Time	5,849	6,202	6,574	6,969	7,386	7,869
Director Special Needs Children	2,789	2,956	3,135	3,325	3,468	3,694
Dental Hygienist	7,389	7,833	8,304	8,803	9,341	9,936
Director of Public Health	25,373	26,896	28,510	30,220	32,034	33,956
Animal Inspector	1,268	1,343	1,425	1,510	1,599	1,705
Assistant Dog Officer - Hourly						9.40
Building Custodian Police Dept.	2,417	2,562	2,715	2,878	3,052	3,255
Coordinator of Elder Affairs	14,380	15,242	16,156	17,126	18,154	19,334
Building Commissioner	25,373	26,896	28,510	30,220	32,034	33,956
Superintendent of Public Works	32,200	34,132	36,179	38,349	40,649	43,088
Library Director	25,373	26,896	28,510	30,220	32,034	33,956
Library Page-Part Time	PAID AT THE PREVAILING MINIMUM WAGE OF YOUTHS					

or to take any action relative there.

The Personnel Board

MOTION: Finance Committee motioned to Amend and Adopt Article 6.

Library Director, Elisabeth Desmarais, motioned to Adopt Article 6 as written in Warrant.

VOTED: Finance Committee's amendment was Adopted by a voice vote. (10:31 P.M. 6-16-86)

Seven (7) voters requested a standing count on the Finance Committee's amendment. Finance Committee's amendment was Adopted. 172 - Yes, 131 - No. (10:35 P.M. 6-16-86)

Finance Committee's motion to Adopt, as Amended, was Adopted by a Secret Ballot. 293 - Yes, 35 - No (10:46 P.M. 6-16-86)

FINANCE COMMITTEE AMENDMENT:

WAGE SCHEDULE — EFFECTIVE 7/1/87

	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI
Confidential Secretary	14,381	15,244	16,159	17,127	18,155	19,245
Sr. Confidential Secretary	18,155	19,245	20,399	21,623	22,922	24,296
Secretary Part Time - Hourly	5.73	6.08	6.44	6.84	6.93	7.38
Executive Secretary	25,585	27,119	28,745	30,471	32,298	34,398
Traffic Supervisors - Monthly	256	272	287	306	328	344
Wire Inspector	3,522	3,734	3,956	4,194	4,447	4,737
Part Time Plumbing & Gas Inspector Assistant	PAID ON AN ESTABLISHED FEE BASIS					
Plumbing & Gas Inspector	PAID ON AN ESTABLISHED FEE BASIS					
Veterans Agent/Labor Service Director/Affirm Action	18,159	19,249	20,404	21,630	22,928	24,304
Director of Civil Defense	537	571	605	641	679	723
Recreation Leader - Full Time	10,420	11,046	11,874	12,411	13,156	14,010
Recreation Asst. Leader-Part Time	5,210	5,523	5,855	6,206	6,577	7,009
Director Special Needs Children	2,484	2,634	2,789	2,960	3,090	3,290
Dental Hygienist	6,581	6,977	7,395	7,840	8,319	8,850
Director of Public Health	22,595	23,950	25,388	26,910	28,525	30,236
Animal Inspector	1,130	1,197	1,269	1,345	1,425	1,519
Assistant Dog Officer - Hourly						9.00
Building Custodian Police Dept.	2,153	2,282	2,420	2,565	2,718	2,899
Coordinator of Elder Affairs	12,805	13,573	14,387	15,251	16,166	17,217
Building Commissioner	22,595	23,950	25,388	26,910	28,525	30,236
Superintendent of Public Works	32,200	34,132	36,179	38,349	40,649	43,088
Library Director	22,595	23,950	25,388	26,910	28,525	30,236
Library Page-Part Time	PAID AT THE PREVAILING MINIMUM WAGE OF YOUTHS					

WAGE SCHEDULE — EFFECTIVE 1/1/88

	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI
Confidential Secretary	15,028	15,930	16,886	17,898	18,972	20,111
Sr. Confidential Secretary	18,972	20,111	21,317	22,596	23,953	25,390
Secretary Part Time - Hourly	5.99	6.36	6.73	7.14	7.25	7.71
Executive Secretary	26,736	28,340	30,039	31,842	33,751	35,946

Traffic Supervisors - Monthly	267	284	300	320	342	359
Wire Inspector	3,680	3,902	4,134	4,383	4,647	4,950
Part Time Plumbing & Gas Inspector Assistant	PAID ON AN ESTABLISHED FEE BASIS					
Plumbing & Gas Inspector	PAID ON AN ESTABLISHED FEE BASIS					
Veterans Agent/Labor Service						
Director/Affirm Action	18,976	20,115	21,323	22,603	23,960	25,398
Director of Civil Defense	561	597	632	670	710	755
Recreation Leader - Full Time	10,889	11,543	12,406	12,969	13,748	14,640
Recreation Asst.						
Leader-Part Time	5,445	5,772	6,119	6,485	6,873	7,324
Director Special Needs						
Children	2,596	2,752	2,915	3,094	3,230	3,438
Dental Hygienist	6,877	7,291	7,728	8,192	8,693	9,248
Director of Public Health	23,612	25,028	26,531	28,121	29,808	31,597
Animal Inspector	1,181	1,251	1,326	1,406	1,489	1,587
Assistant Dog Officer - Hourly						
Building Custodian						
Police Dept.	2,250	2,385	2,529	2,681	2,840	3,030
Coordinator of Elder Affairs	13,381	14,184	15,035	15,938	16,894	17,992
Building Commissioner	23,612	25,028	26,531	28,121	29,808	31,597
Superintendent of						
Public Works	32,200	34,132	36,179	38,349	40,649	43,088
Library Director	23,612	25,028	26,531	28,121	29,808	31,597
Library Page-Part Time	PAID AT THE PREVAILING MINIMUM WAGE OF YOUTHS					

WAGE SCHEDULE — EFFECTIVE 7/1/86

	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI
Confidential Secretary	13,169	13,959	14,797	15,684	16,625	17,623
Sr. Confidential Secretary	16,625	17,623	18,680	19,801	20,990	22,249
Secretary Part Time - Hourly	5.25	5.57	5.9	6.26	6.35	6.76
Executive Secretary	23,429	24,834	26,323	27,903	29,576	31,499
Traffic Supervisors - Monthly	234	249	263	280	300	315
Wire Inspector	3,225	3,419	3,623	3,841	4,072	4,338
Part Time Plumbing & Gas Inspector Assistant	PAID ON AN ESTABLISHED FEE BASIS					
Plumbing & Gas Inspector	PAID ON AN ESTABLISHED FEE BASIS					
Veterans Agent/Labor Service						
Director/Affirm Action	16,629	17,627	18,685	19,807	20,996	22,256
Director of Civil Defense	492	523	554	587	622	662
Recreation Leader - Full Time	9,542	10,115	10,873	11,365	12,047	12,829
Recreation Asst.						
Leader-Part Time	4,771	5,058	5,362	5,683	6,023	6,418
Director Special Needs						
Children	2,275	2,412	2,554	2,711	2,830	3,013
Dental Hygienist	6,026	6,389	6,772	7,179	7,618	8,104
Director of Public Health	20,691	21,932	23,249	24,642	26,121	27,688
Animal Inspector	1,035	1,096	1,162	1,232	1,305	1,391
Assistant Dog Officer - Hourly						
Building Custodian						
Police Dept.	1,972	2,090	2,216	2,349	2,489	2,655
Coordinator of Elder Affairs	11,726	12,429	13,175	13,966	14,804	15,766
Building Commissioner	20,691	21,932	23,249	24,642	26,121	27,688
Superintendent of						
Public Works	32,200	34,132	36,179	38,349	40,649	43,088
Library Director	20,691	21,932	23,249	24,642	26,121	27,688
Library Page-Part Time	PAID AT THE PREVAILING MINIMUM WAGE OF YOUTHS					

WAGE SCHEDULE — EFFECTIVE 1/1/87

	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI
Confidential Secretary	13,762	14,587	15,463	16,390	17,373	18,416
Sr. Confidential Secretary	17,373	18,416	19,521	20,692	21,935	23,250
Secretary Part Time - Hourly	5.49	5.82	6.17	6.54	6.64	7.06
Executive Secretary	24,483	25,952	27,508	29,159	30,907	32,916
Traffic Supervisors - Monthly	245	260	275	293	314	329
Wire Inspector	3,370	3,573	3,786	4,014	4,255	4,533
Part Time Plumbing & Gas Inspector Assistant	PAID ON AN ESTABLISHED FEE BASIS					
Plumbing & Gas Inspector	PAID ON AN ESTABLISHED FEE BASIS					
Veterans Agent/Labor Service						
Director/Affirm Action	17,377	18,420	19,526	20,698	21,942	23,258
Director of Civil Defense	514	547	579	613	650	692
Recreation Leader - Full Time	9,971	10,570	11,362	11,876	12,589	13,406
Recreation Asst.						
Leader-Part Time	4,986	5,286	5,603	5,939	6,294	6,707
Director Special Needs						
Children	2,377	2,521	2,669	2,833	2,957	3,149
Dental Hygienist	6,297	6,677	7,077	7,502	7,961	8,469
Director of Public Health	21,622	22,919	24,295	25,751	27,296	28,934

Animal Inspector	1,082	1,145	1,214	1,287	1,364	1,454
Assistant Dog Officer - Hourly						
Building Custodian						
Police Dept.	2,061	2,184	2,316	2,455	2,601	2,774
Coordinator of Elder Affairs	12,254	12,988	13,768	14,594	15,470	16,475
Building Commissioner	21,622	22,919	24,295	25,751	27,296	28,934
Superintendent of						
Public Works	32,200	34,132	36,179	38,349	40,649	43,088
Library Director	21,622	22,919	24,295	25,751	27,296	28,934
Library Page-Part Time	PAID AT THE PREVAILING MINIMUM WAGE OF YOUTHS					

ARTICLE 7. To if the Town will vote to raise and appropriate or transfer from available funds, a sum of money for implementing the previous article. Said sum to be apportioned to and expended by various departments or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: Finance Committee motioned to Adopt and Raise and Appropriate \$19,201 to fund Article 6, as shown below.

ARTICLE 7

PERSONNEL BOARD

AGING	1,026.00
APPEALS	422.00
ASSESSORS	0.00
AUDITOR	0.00
BOARD OF HEALTH	2,899.00
BUILDING DEPARTMENT	3,065.00
CIVIL DEFENSE	44.00
COMMUNITY ACTION	0.00
CONSERVATION	410.00
DEPT. OF PUBLIC WORKS	1,220.00
DOG OFFICER	0.00
EXCEPTIONAL CHILDREN	571.00
FINANCE COMMITTEE	0.00
FIRE DEPT.	0.00
LIBRARY	1,910.00
PERSONNEL BOARD	184.00
PLANNING BOARD	0.00
POLICE DEPARTMENT	173.00
RECREATION	0.00
REGISTRARS	0.00
SELECTMEN	5,903.00
TOWN CLERK	0.00
TOWN HALL SALARIES	0.00
TREASURER	0.00
VETERANS	1,288.00
WEIGHTS & MEASURES	86.00
TOTAL SALARY AMOUNTS	19,201.00

VOTED: Motion to Adopt and Raise and Appropriate \$19,201 was Adopted by a voice vote. (10:48 P.M. 6-16-86)

ARTICLE 8. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$175,947.00 for the purpose of implementing a collective bargaining agreement for fiscal 1987 between the Town of Tewksbury and Tewksbury Firefighters Local 1647 of the IAF-AFL-CIO. Said sum to be expended by the Fire Dept., or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: Finance Committee motioned to Adopt and Raise and Appropriate \$113,021 to fund the Fire Department Salary Account for the purpose of Article 8.

Al Kinnon motioned to Amend Article 8.

AMENDMENT: Strike "Raise and Appropriate" or changing wording after "Transfer from" to Article 33 of the Annual Town Meeting of May 5, 1986 \$113,021.

Striking the words "Available funds the sum of \$175,947." The moderator refused to accept this amendment for the reason previously stated in Article 4.

VOTED: Finance Committee's motion to Adopt and Raise and Appropriate \$113,021 to fund the Fire Department Salary Account for the purpose of Article 8 was Adopted by a voice vote. (10:52 P.M. 6-16-86)

ARTICLE 9. To see if the Town will vote to raise and appropriate or transfer from available funds, the sum of \$122,606.00 for the purpose of implementing a collective bargaining agreement for fiscal 1987 between the Town of Tewksbury and the Tewksbury Municipal Employees Local 833 of the AFSCME. Said sum to be apportioned to and expended by various town departments, or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: Finance Committee motioned to Adopt and Raise and Appropriate \$113,935 for the purpose of Article 9 and as listed below.

ARTICLE 9

	TME LOCAL 833
AGING	0.00
APPEALS	0.00
ASSESSORS	4,250.00
AUDITOR	2,856.00
BOARD OF HEALTH	1,181.00
BUILDING DEPARTMENT	1,196.00
CIVIL DEFENSE	0.00
COMMUNITY ACTION	1,650.00
CONSERVATION	0.00
DEPT. OF PUBLIC WORKS	64,486.00
DOG OFFICER	1,420.00
EXCEPTIONAL CHILDREN	0.00
FINANCE COMMITTEE	0.00
FIRE DEPT.	7,068.00
LIBRARY	5,860.00
PERSONNEL BOARD	0.00
PLANNING BOARD	2,909.00
POLICE DEPARTMENT	669.00
RECREATION	0.00
REGISTRARS	0.00
SELECTMEN	0.00
TOWN CLERK	4,192.00
TOWN HALL SALARIES	2,091.00
TREASURER	12,782.00
VETERANS	1,325.00
WEIGHTS & MEASURES	0.00
TOTAL SALARY AMOUNTS	113,935.00

Warren Carey motioned to Amend Article 9.

AMENDMENT: Article #9 ammend to read: To see if the Town will vote to Raise and Appropriate \$113,835 and transfer from the private school transportation account \$100 for the purpose of etc.

The Moderator would not accept Mr. Carey's Amendment.

VOTED: Finance Committee's motion to Adopt and Raise and Appropriate \$113,935 for the purpose of Article 9 was Adopted by a voice vote. (10:56 P.M. 6-16-86)

ARTICLE 10. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$48,000.00 to be expended by the Board of Selectmen as salary for the purpose of hiring a Town Manager, or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: Finance Committee motioned to Adopt and Raise and Appropriate \$30,000.

VOTED: Finance Committee's motion to Adopt and Raise and Appropriate \$30,000 was Adopted by a voice vote. (10:57 P.M. 6-16-86)

ARTICLE 11. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$2000.00 as operating expenses to be expended by the "Town Manager Screening Committee" for the purpose of advertising for and screening all applicants for the position of Town Manager or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: Finance Committee motioned to Adopt and Raise and Appropriate \$2,000.

VOTED: Finance Committee's motion to Adopt and Raise and Appropriate \$2,000 was Adopted by a voice vote. (10:58 P.M. 6-16-86)

ARTICLE 12. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$33,000.00 as a subsidy to obtain bus service for the Town of Tewksbury and to authorize the Board of Selectmen to execute a contract in the name and in behalf of the Town for such bus service upon terms and conditions as the Board of Selectmen deem advisable, or take any action relative thereto.

BOARD OF SELECTMEN

MOTION: Finance Committee motioned to Adopt and Raise and Appropriate \$28,000.

VOTED: Motion to Adopt and Raise and Appropriate \$28,000 was Adopted by a voice vote. (10:59 P.M. 6-16-86)

ARTICLE 13. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$13,200.00 for the purpose of purchasing a 1986 van to be used by the dog Officer in the performance of his duties to be expended by the Board of Selectmen or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: Finance Committee motioned for Indefinite Postponement.

Selectman William Hallisey motioned for Adoption.

VOTED: Motion to Indefinitely Postpone was defeated by a voice vote. 11:04 PM

Motion for Adoption failed on a standing count. 138 yes, 69 no. 11:09 PM Total voting 207 with a $\frac{3}{4}$ vote required to pass (156)

ARTICLE 14. To see if the Town will vote to raise and appropriate or transfer money to be expended by the Board of Selectmen for the purpose of implementing the requirements of Section 51.55 Revenue Sharing Handicapped Regulations or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: Finance Committee motioned for Indefinite Postponement.

VOTED: Motion to Indefinitely Postpone Article 14 was Adopted by a voice vote. 11:10 PM

ARTICLE 15. To see if the Town will vote to authorize the Board of Selectmen to Grant an Easement to Paul Allen for a sum of money of a certain parcel of land shown on a plan

of land entitled, "Plan of Land in Tewksbury, Massachusetts, surveyed for Tewksbury Water Department, October 30, 1962, Dana F. Perkins & Sons, Inc.", and recorded in Middlesex North District Registry of Deeds, Book of Plans 97, plan 107, and shown as a 50, Right of Way off another Right of Way known as County Road, or take any other action relative thereto.

BOARD OF SELECTMEN

MOTION: Finance Committee motioned for Adoption. Joe Brown motioned for Indefinite Postponement.

VOTED: Article 15 was Indefinitely Postponed by a voice vote. 11:17 PM

Neil Niven motioned to Reconsider Article 15. No one stood in favor of Reconsideration and over 100 voters stood opposed to Reconsideration. The Moderator ruled Reconsideration failed. 11:19 PM

ARTICLE 16. To see if the Town will vote to transfer from Treasurer/Collector Regular Salary Account the amount of \$4,602.48 (four thousand, six hundred, two and 48/100) to the Treasurer/Collector operating account or take any other action relative thereto.

TREASURER/COLLECTOR

MOTION: Finance Committee motioned to Adopt and Transfer \$4,602.48 from Treasurer/Collector Fiscal Year 1986 Salary Account to Treasurer/Collector 1986 Operating Account.

VOTED: Motion to Adopt and Transfer \$4,602.48 from Treasurer/Collector Fiscal Year 1986 Salary Account to the Treasurer/Collector Fiscal Year 1986 Operating Account was Adopted by a voice vote. 11:18 PM

ARTICLE 17. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$5000.00 to be expended by the Treasurer/Collector for the purpose of hiring temporary employees to assist in the processing of Municipal Tax Liens, or take any other action relative thereto.

TREASURER/COLLECTOR

MOTION: Finance Committee motioned for Indefinite Postponement.

Al Kinnon motioned to Amend Article 17. Paul Fansel motioned for Adoption.

AMENDMENT: Strike "or transfer from available funds" change the amount from \$5,000 to \$4,000.000. The Moderator would not accept Mr. Kinnon's amendment.

VOTED: The motion to Indefinitely Postpone Article 17 was uncertain by a voice vote. Article 17 was Indefinitely Postponed by a standing count. 109 yes, 40 no 11:27 PM

ARTICLE 18. To see if the Town will vote to transfer the below identified tax title property on the assessors maps to the custody and control of the Conservation Commission for all purposes as provided in Mass. General Laws, Chapter 40 Section 8L and further as may be hereafter, amended.

MAP	LOT	
30	8,13,15	Access to Long Pond
110	99	off Rockvale access to
		Shawsheen River
		4.75 Acres

CONSERVATION COMMISSION

MOTION: Finance Committee motioned for Adoption.

VOTED: Article 18 was Adopted by a voice vote. 11:28 PM

ARTICLE 19. To see if the Town will vote to raise and appropriate or transfer from available funds the sum of \$1866.00, to be expended by the Conservation Commission only if that sum will be reimbursed to the Town from the Bay Circuit program for the purpose of preparing and printing of the open space and recreation plan or take any action relative thereto.

CONSERVATION COMMISSION

MOTION: Finance Committee motioned to Raise and Appropriate \$1,866 as stipulated in Article.

VOTED: Motion to Raise and Appropriate \$1,866, for the purpose of Article 19, was Adopted by a voice vote. 11:28 PM

The Moderator thanked the Vote Counters for their outstanding performance.

A motion was made by Warren Carey to adjourn the June 16, 1986, Special Town Meeting, sine die.

Motion for adjournment, sine die, was Adopted by a voice vote. 11:29 PM

ATTEST: Elizabeth A. Carey, CMC
Town Clerk

Pursuant to Section 15A, Chapter 41, Massachusetts General Laws, I hereby certify the funds appropriated at the Special Town Meeting convened by proper Warrant, Monday, June 16, 1986.

APPROPRIATION CERTIFICATE SPECIAL TOWN MEETING June 16, 1986

Article	Raise & Appropriate	Transfer From
4 Police Local 352 Coll. Barg. Agrmt.	93,163.00	
5 Police Superior Off. Coll. Barg Agrmt.	41,996.00	
7 Salaries under the Personnel By-Law Wage Schedule	19,201.00	
8 Firefighters Coll. Barg. Agrmt.	113,021.00	
9 Municipal Employees Coll. Barg. Agrmt	113,935.00	
10 Town Manager Salary	30,000.00	
11 Operating: Town Manager Screening Committee	2,000.00	
12 Town Bus Service Subsidy	28,000.00	
16 Treas/Coll Operating Acct*		Treas/Coll 4,602.48 Sal. Acct*
19 Conservation Comm. Prepare & Print Open Space & Recreation Plan	1,866.00	
(Only if sum will be reimbursed to Town from Bay Circuit Program)		
*Indicates Fiscal 1986 - All Other Amounts Fiscal 1987		
Total Raise & Appropriate	443,182.00	
Total Transfer		4,602.48
Total Borrow		.00

ATTEST: Elizabeth A. Carey, CMC
Town Clerk

ADMINISTRATION

Selectmen

Veterans' Services

Housing Authority

Board of Appeals

Planning Board

Town Counsel

Town Clerk

Board of Registrars

Board of Selectmen



The Board of Selectmen, by Special Town Meeting vote of May 6, 1986, were authorized to request the State Legislature to enact a special act establishing a Selectmen-Town Manager form of government for Tewksbury. At a special town election held November 8, 1986, residents voted to accept the act. The Board of Selectmen appointed a Town Manager Screening Committee and at this writing applications have been received and interviews begun.

During the past year the Board of Selectmen conducted many wetland hearings, met with department heads on numerous issues, and received and heard complaints from residents. Negotiations with the four unions were concluded and contracts signed in 1986. Much of the Board's time was spent meeting with local departments and representatives of N.E.S.W.C. and lengthy discussions were held regarding the facility.

The Board of Selectmen wishes to extend their thanks to the men and women who have served as members of appointed

and elected boards and committees for the time and effort expended by these people in varied positions in town government.

The Selectmen's Office in the Town Hall is open daily from 8:30 a.m. to 4:30 p.m. for the convenience of the townspeople, and the Selectmen meet every Tuesday evening at 8:00 p.m. All residents are welcome to attend these meetings. However, if you wish to be heard, or to have the Board take action on a specific matter, it will necessary to have a detailed written request presented at the Selectmen's Office prior to the closing of the agenda on the Wednesday preceding each meeting. This procedure enables the Selectmen to gather any pertinent information prior to the meeting and eliminates the necessity for delay in the making of decisions.

Respectfully submitted,
Board of Selectmen

Town Counsel

During the year 1986, your Town Counsel, Charles J. Zaroulis, Esq., has represented the Town of Tewksbury in litigation before the District Court of Lowell, Middlesex Superior Court, the Appeals Court, and also in matters before the Appellate Tax Board, Civil Service Commission and also Board of Conciliation and Arbitration.

The following is a list of claims made or cases pending or awaiting trial in Court:

Alyward v. T., street defect; Anufoum v. T., death action; Araujo, v. T., eminent domain; Avery v. T., property damage; Bagozzi v. T., property damage; Boland v. T., property damage; Bunker v. T., property damage; Cancila v. T., property damage; Capano v. Board of Appeals; Casa Grande, Bankruptcy; Cook v. T., street defect; Cronin v. T., school busing; Daly v. T., occupational injury; Deca v. Board of Selectmen, wetland; D'Eon v. T., property damage; Donahue v. T., street defect; Downey v. T., personal injury; Dukeshire v. T., personal injury; English v. T., eminent domain; Falsgrof v. T., liquor license; Fiore v. T., personal injury; Flannagan v. Board of Appeals; Gately v. Board of Appeals; GEREBO v. T., personal injury; Gillis v. T., civil rights; Goodine v. T., personal injury; P. Hallissey v. Board of Appeals; Hamscom v. T., personal injury; T. v. Hilton, conservation; Jones v. T., civil rights; Large v. Dulgariar, Board of Appeals; Board of Health v. Lipp, contempt; Lombardi v. T., sewer; Lyons v. T., construction; McCormack v. Board of Appeals; McQuire v. Board of Appeals; Mahoney v. T., property damage; McKenzie v. T., property damage; Maciejeweske v. Board of Appeals; Marriscolo v. Board of Appeals; Marshall v. Morris, medical claim; Migliozi v. T., property damage; Morris v. Board of Appeals; Mullen v. T., street defect; Murphy v. T., personal injury; Neveska v. T., eminent domain; N.E. School Supply v. T., contract claim; N.E. Builders v. T., personal injury; Paresi, street defect; Pattison v. T.; T. v. Pop Warner Football; Rocco v. T.; Rogers v. T.; Ryde, C. v. T. Fire Dept., property damage; Saber v. Noyes/Board of Appeals; Samsel v. Carciofi/Board of Appeals; Sheehan, et ux v. T.; Shenoy, Shawsheen Street defect; Silver, property damage; Smith v. Mackey and Board of Appeals/Land Court #120145; Snow v. Scott, conservation; Sportbilt, Inc. v. T.; Swerglick v. Board of Appeals; Tennessee Gas Pipe Line Company v. T. & D'Amico, sewer construction; Trainor v. T., property damage; United Tool v. T., school construction; Wade v. T., sewer easement damages; Walkling v. T.; personal injury.

Now that the town is liable for acts of negligence by its officers and employees, and where civil rights actions are becoming more prevalent against municipalities since a recent U.S. Supreme Court decision, it becomes important that all officials and employees exercise due care and correct those conditions which might result in litigation.

In addition to court and administrative hearings, your Town Counsel has appeared before State Agencies, prepared legal documents, contracts, deeds, easements, court pleadings, and memoranda and opinions for various departments, has drafted by-laws, rules and regulations, and Town Meeting articles, and has been involved in the sewer and water treatment plant projects. I again wish to thank the several Boards and Departments and their officers and employees for the excellent cooperation afforded to me during the past year.

Charles J. Zaroulis
Town Counsel

Personnel Board

1986 Annual Report of the Personnel Board

The Personnel Board was established in 1961 by an act of the State Legislature. Members are appointed by the Board of Selectmen. The original duties of the board were to study the problem of compensation of all Town employees, except those filled by popular election and professional positions under the direction and control of the School Committee and to prepare a wage and classification plan and personnel policy plan. Since the implementation of the Collective Bargaining Law, the majority of Town employees are covered under Police, Fire and Municipal Employee contracts. The Personnel Board is responsible only for the positions not included in the three contracts.

The goal of the Personnel Board in 1987 is to rewrite the Personnel By Law in an effort to clarify certain sections. Job descriptions for all positions in the Personnel By Law Wage Schedule will be updated.

The Personnel Board maintains current and accurate sick time and vacation records of all Town employees. This is especially important for retirement purposes.

Meetings are held on the second and fourth Tuesdays of each month at 7:00 P.M., in the Lower Town Hall and are open to the public.

Respectfully submitted,
PERSONNEL BOARD
Robert Aherne, *Acting-Chairman*
David Cleland
Michael F. Skerry, Jr.
Kathleen McLeod
Maureen Kelley

Planning Board

1986 Annual Report Tewksbury Planning Board

The Tewksbury Planning Board was reorganized after the April 1986 election, resulting in the following assignments: The Chairman, Robert Fowler; Vice Chairman, Robert P. Sullivan; Clerk, Joseph Doherty; Members, Wilfred Lambert and George Donovan; Northern Middlesex Area Commission Representative, George Donovan.

Nineteen Hundred and Eighty Six was a very busy year for the Planning Board. The Board received twelve applications for Site Plan Special Permits during the year. In 1986, there were eleven new subdivisions in the Town, amounting to 97 new building lots.

Industrial growth continued in 1986, the most prominent developments being the continuing construction of Metropolitan Park East, and the Apple Hill Technology Park. In December, Raytheon Corporation announced their move to the Apple Hill Technology Park which will bring as many as 3,000 jobs to the Town.

The Board, working with developers and the Northern Middlesex Area Commission, continued the Route 133 Traffic Study. Representative Miceli announced funding of almost \$300,000.00 to fund the design and construction of the improvements.

The Board meets on the second and fourth Mondays of each month at 6:30 PM. The Planning Board office is open to the public weekdays from 8:30 AM to 4:30 PM.

The Chairman would like to thank the Board members, our secretary, and the Town Planner for the hard work and devotion to duty during the past year. It is certain the Town will benefit from these labors.

Robert A. Fowler, *Chairman*

Board of Appeals

Board of Appeals 1986 Annual Report

The Board of Appeals has the duty of reviewing and rendering decisions on applications which request variances or special permits from Zoning By-Laws and permitted land uses. The Board accepts such applications on the fourth Thursday of each month, and after issuing public notices, conducts public hearings concerning those applications on the fourth Monday of the next given month.

Throughout the review process, the Board members investigate and view properties in question, while always inviting public comment. During the open public hearings, the cases are discussed freely with complete regard for public opinion. In addition, the Board of Appeals actively seeks interaction with other Town Agencies such as the Planning Board, the Conservation Commission and the offices of the Building Inspector and Town Counsel. The Board of Appeals sincerely hopes that its efforts throughout the year exemplify a high degree of community involvement and municipal cooperation, and that its decisions in 1986 helped to make Tewksbury a better community for all its residents.

In 1986, the Board of Appeals accepted 273 applications for variances and/or special permits. Of the 260 applications for zoning variances, 203 were granted, 57 were denied with none withdrawn or pending. In terms of the 5 applications for special land use permits, 4 were granted, 1 was denied, with none either withdrawn or pending. In addition, there were 5 applications which requested combined variances and special permits of which 3 were granted, 2 denied, and 1 is pending.

The Board of Appeals would like to thank the members of all the Boards and the citizens of Tewksbury who were so helpful in the year 1986.

Respectfully submitted,
Peter Downing, *Chairman*
Board of Appeals

Members of the Board

Peter Downing, <i>Chairman</i>	Richard Pieciewicz
Bruce Gordon, <i>Clerk</i>	Charles Gaffney
Louis Carciofi	Scott Consaul
Ronald Girard	Patricia DiBiase
Donald McKinley	Mark O'Neil

Dog Officer

I would like to thank all the people who obey the leash law in Tewksbury, although I am sorry to report that only a small percent remembers. All dogs in Tewksbury should be licensed and have their shots. If your dog is not licensed, and is picked up, it is very hard to trace the owner of the dog. Let's protect our children (from dog bites etc.) and keep our dogs restrained!

I would like to make you aware if your dog is picked up there will be an administration fee of \$25.00, plus \$2.00 per day, board and keep, up to \$100.00, plus fines as follows:

First Offense	\$15.00
Second Offense	50.00
Third Offense	50.00
Fourth Offense & After	50.00

So get your dog licensed and have all the required shots.

Walter Collins, *Dog Officer*

Town Clerk

TOWN STATISTICS

1985	1986	
Population	24,472	26,100
Licenses — Dogs	960	1,191
Sporting Licenses	720	769

FINANCIAL

1/1/86 - 12/31/86

Fees to Town Treasurer	\$12,251.44
Dog Fees to Treasurer	3,796.00
Sporting Licenses to State	10,206.50
Parking Fines to Town Treasurer	12,394.10
TOTAL	\$38,648.04

VITAL STATISTICS

1985	1986	
Birth	280	293
Marriages	203	185
Deaths	165	160

Chapter 45, Section 15 of the Massachusetts General Laws: The Town Clerk will furnish blanks for the return of Births to parents, householders, physicians and registered hospital medical officers applying therefor.

The Town Clerk holds office hours Monday through Friday from 8:30 A.M. to 4:30 P.M., and Tuesday Evenings from 7:00 P.M. to 8:30 P.M.

Respectfully submitted,
Elizabeth A. Carey, CMC
Town Clerk

Board of Registrars

Edward Creamer, *Chairman*
Robert Hunter
Fred Montague
Elizabeth A. Carey, *Town Clerk*

One of major duties of the Board of Registrars is to conduct all voter registration sessions. Registrars are responsible for the registration process, for maintaining registration records, and for submitting certain records to the Secretary of State.

There are three (3) important lists the registrars are required to prepare — the annual street list, the annual card file of registered voters, and the voters list.

Certification of nomination papers, petitions, town meeting articles and applications for absentee voting are also the duty of the Registrars. Applications for absentee voting may be requested from the Office of the Town Clerk. Information about absentee voting may be obtained by phoning the Town Clerk's Office at 851-2383.

Precinct Enrollment:

Precinct 1	1687
Precinct 1A	1932
Precinct 2	1583
Precinct 2A	1615
Precinct 3	1709
Precinct 3A	1748
Precinct 4	1963

Party Enrollment:

Precinct	Democrat	Republican	Unenrolled	Total
1	655	144	887	1687
1A	801	141	990	1932
2	683	91	809	1583
2A	681	110	824	1615
3	660	173	876	1709
3A	676	154	918	1748
4	855	138	970	1963
Total	5011	951	6274	12,237

Respectfully submitted,
Elizabeth A. Carey, CMC
Town Clerk

1986 ANNUAL TOWN CENSUS

The Annual Town Census is mailed to every residence in January. The annual census provides information needed to assure that the Town receives its fair share of state and federal funds.

The census information serves to provide: proof of residency to protect voting rights, and allows college students to apply for lower tuition at all Massachusetts state colleges.

The school census provides projection for future enrollments and related benefits which allow the school administrators to apply for additional state and federal funds.

Census information is also used for calculating veterans' benefits, housing for the elderly, and other related benefits.

The jury list is compiled from census information and a computer tape is forwarded to the Office of the Jury Commissioner.

A prompt and accurate census is very important for the inter-governmental requirements of town government.

7200 census forms were mailed in 1986.

Respectfully submitted,
Elizabeth A. Carey, CMC
Town Clerk

PARKING CLERK

A hearing on any parking violation may be obtained upon the written request of the registered owner of the vehicle, as stated on the parking violation notice.

From November 1 until March 31, no vehicles are allowed to park on the streets, midnight to 6:00 A.M. During a snowstorm, day or night, all vehicles must park off the street. This allows easy and uninterrupted access for the fire, police, school buses, snowplows, sanders, and other emergency vehicles.

1986 Fines collected and deposited with the Town Treasurer — \$12,394.10

Respectfully submitted,
Elizabeth A. Carey, CMC
Town Clerk - Parking Clerk

Veterans' Services

Thomas Hodgson, *Veterans' Agent/Labor Service Director/Affirmative Action Officer*
Yolanda Luongo, *Assistant to the Veterans Agent*

Herewith is the annual report of the affairs of this office for 1986.

I am privileged to have served your Honorable Board and our citizen Veterans and families for this year as Veterans Agent/Labor Service Director/Affirmative Action Officer.

Our office, located on the same floor as the Treasurer and Collector's Office in Town Hall, is open daily 9:00 AM to 4:30 PM. The agent can be contacted at his home, 851-4694, after working hours.

Below is a chart for the 1986 monthly expenditures for which the Town is reimbursed 75% by the State.

I wish to thank the Honorable Board of Selectmen and other town departments for their cooperation and assistance.

Department of Veterans' Services — Monthly Expenditures 85-86 Aid

Appropriation \$50,000.00

	Ordinary Benefits	Fuel	Nursing Home	Doctors	Medication	Hospital	Dental	Misc.	TOTAL
July	1,365.50	80.00	—	993.00	2,737.51	1,433.26	—	1,291.07	7,900.34
August	849.80	105.00	—	143.00	1,179.50	63.00	—	1,170.74	3,511.04
September	643.50	94.50	—	366.00	563.25	146.00	—	700.21	2,513.46
October	643.50	189.00	—	169.00	1,063.37	191.76	50.50	590.86	2,897.99
November	1,216.00	248.00	—	—	—	—	—	470.74	1,934.74
December	1,494.50	295.00	—	—	—	—	—	700.21	2,489.71
January	1,442.50	295.00	—	—	—	—	—	610.66	2,348.16
February	3,120.00	413.50	—	1,132.00	3,133.85	179.22	129.50	656.54	8,764.61
March	2,197.00	466.00	—	—	—	—	—	798.97	3,461.97
April	1,553.00	326.00	—	350.00	1,534.79	58.50	—	600.97	4,423.26
May	1,151.50	137.00	—	165.00	536.32	—	221.00	477.71	2,688.53
June	1,286.00	88.00	—	17.00	509.20	—	—	393.47	2,293.67

Housing Authority

This year the Tewksbury Housing Authority received funding from the Department of Housing and Urban Development (HUD) to administer twenty-five (25) units through a Voucher Program. This is a rental assistance program and is expected to open for application taking in the spring of 1987.

There have been 64 new applicants added to our present waiting lists; and the vacancy turnover was twenty-one (21) for elderly housing and zero (0) for family housing. Also, there have been eighteen (18) families added to our Section 8 and 707 rental assistance programs.

At this time, I would like to thank the members of the Authority — Mr. Leo D. Chibas, Mrs. Mary Delaney, Mrs. Louise Flucker Gearty, and Mr. Rolland Roy — also Corinne Delaney, our Executive Director, our staff, and our maintenance men for their services to the Authority.

I would also like to express the Authority's sincere appreciation for all the cooperation and assistance shown us during the past year by the Board of Selectmen and all Town departments.

William Schuellein,
Chairman

TEWKSBURY 667-C MODERNIZATION LEDGER BALANCE SHEET AS OF 12/31/86

ASSETS

CASH		
Cash Account	4,366.32	
Total Cash		4,366.32
ACCOUNTS RECEIVABLE		
Acct Recv Other	4,636.00	
Total Account Receivable		4,636.00
MOD PLANNING		
Engineering Morgenroth	2,500.00	
Total Mod Planning		2,500.00
MOD CONTRACT WORK		
Inspection Fees	30.00	
Refrigerators 667-C	18,368.00	
Total Mod Contract Work		18,398.00
UNCOMPLETED CONTRACTS		
Engineer Morgenroth	2,500.00	
Total Uncompleted Contracts		2,500.00
CONTRACT AWARDS		
Engineering Morgenroth	-2,500.00	
Total Contract Awards		-2,500.00
TOTAL ASSETS		<u>29,900.32</u>

LIABILITIES & GRANTS

ACCOUNT PAYABLES		
Account Payable Other	30.00	
Total Account Payables		30.00
DEFERRED CREDITS		
Deferred Interest Income	672.32	
Total Deferred Credits		672.32
MOD GRANTS		
667-1 MOD 14 Funds	12,483.00	
667-1 MOD 18 Funds	12,079.00	
Capital Resv Funds	4,636.00	
Total Mod Grants		29,198.00
TOTAL LIAB & GRANTS		<u>29,900.32</u>

TEWKSBURY 707 LEASED HOUSING BALANCE SHEET AS OF 12/31/86

ASSETS

CASH		
M.M.D.T. #44048122	6,910.51	
Total Cash		6,910.51
ACCOUNTS RECEIVABLES		
Acct Recv Admin Fee	-408.00	
Total Account Receivables		-408.00
ADVANCES		
Revolving Fund Advance	35.00	
Total Advances		35.00
TOTAL ASSETS		<u>6,537.51</u>

LIABILITY & SURPLUS

ACCOUNT PAYABLE		
Acct Pay Revolving Fund	2,373.92	
Total Account Payable		2,373.92
DEFERRED LANDLORD CREDITS		
Prepaid EOCD Payments	8,432.00	
Less Landord Payments	-3,950.00	
Total Deferred Landlord Credits		4,482.00
OTHER DEFERRED CREDITS		
Undistributed credits	144.00	
Total Other Deferred Credits		144.00
SURPLUS		
Operating Reserve	-344.77	
Net Income, — Deficit	-117.64	
Total Surplus		-462.41
TOTAL LIABILITY & SURPLUS		<u>6,537.51</u>

**TEWKSBURY SECTION 8 EXISTING
BALANCE SHEET AS OF 12/31/86**

ASSETS

CASH		
Bay Bank #900-397-5	83.92	
Total Cash		83.92
ADVANCES		
Limited Revolving Fund	575.68	
Total Advances		575.68
INVESTMENTS		
Bay Bank Sav. #9003975	1,035.99	
Total Investments		1,035.99
DEFERRED CHARGES		
Prepaid Insurance	279.90	
Total Deferred Charges		279.90
LAND STRUCTURES EQUIPMENT		
Office Furn. & Equipment	416.10	
Total Land Structures Equipment		416.10
TOTAL ASSETS		2,391.59

LIABILITIES

ACCOUNTS PAYABLE		
Account Payable Other	477.14	
Total Accounts Payable		477.14
DEFERRED CREDITS		
Prepaid Annual Contrib.	55,281.00	
H.A.P.'s A/C 4715	-49,822.10	
Contra Admin. Fee Acct	-5,562.48	
Total Deferred Credits		-103.58
SURPLUS FROM OPERATIONS		
Unreserved Surplus	-460,937.90	
Operating Reserve	1,609.97	
Project Account Unfunded	194,815.29	
Cumulative HUD Contrib.	266,538.71	
Total Surplus from Operations		2,026.07
CURRENT OPERATIONS		
Residual Rpts, - Deficit	-8.04	
Total Current Operations		-8.04
TOTAL SURPLUS & LIAB.		2,391.59

**TEWKSBURY 705-C FAMILY HOUSING
BALANCE SHEET AS OF 12/31/86**

ASSETS

CASH		
Andover Bank #02-9148697	508.18	
Total Cash		508.18
ACCOUNT RECEIVABLES		
Tenants Account Recv	806.00	
E.O.C.D. Subsidy	567.77	
Total Account Receivables		1,373.77
ADVANCES		
Revolving Fund Advance	550.00	
Total Advances		550.00

INVESTMENTS

M.M.D.T. #44012524	6,344.44	
MMDT Capital #44036127	1,300.37	
Total Investments		7,644.81
DEFERRED CHARGES		
Prepaid Insurance	154.40	
Total Deferred Charges		154.40
DEVELOPMENT COSTS		
Development Cost	210,000.00	
Total Development Costs		210,000.00
TOTAL ASSETS		220,231.16

LIABILITY & SURPLUS

ACCOUNT PAYABLES		
Revolving Fund	1,136.10	
Total Account Payables		1,136.10
ACCRUED LIABILITIES		
Payment in Lieu of Taxes	2,763.00	
Total Accrued Liabilities		2,763.00
FIXED LIABILITIES		
Grants Issued	210,000.00	
Total Fixed Liabilities		210,000.00
SURPLUS		
Capital Reserve	1,200.00	
Operating Reserve	5,939.00	
Net Income (Deficit)	-806.94	
Total Surplus		6,322.06
TOTAL LIABILITY & SURPLUS		220,231.16

**TEWKSBURY 667-C-ELDERLY HOUSING
BALANCE SHEET AS OF 12/31/86**

ASSETS

CASH		
Bay Bank #020-165-0	301.23	
Petty Cash	25.00	
Total Cash		326.23
ACCOUNT RECEIVABLES		
Tenants A/R 667-C	-218.00	
Tenants A/R 667-3	-122.00	
Other Account Recv	30.00	
Total Account Receivables		-310.00
ADVANCES		
Revolving Fund Advance	8,000.00	
Total Advances		8,000.00
INVESTMENTS		
M.M.D.T. #44012870	70,315.77	
MMDT Capital #1 #44035426	7,757.07	
MMDT Capital #2 #44035418	9,102.69	
Total Investments		87,175.53
DEFERRED CHARGES		
Prepaid Insurance	3,780.96	
Prepaid Retirement	182.00	
Total Deferred Charges		3,962.96

DEVELOPMENT COSTS	
Development Cost	2,670,000.00
Less Dev Cost Liquidation	<u>-171,000.00</u>
Total Development Costs	2,499,000.00
TOTAL ASSETS	<u>2,598,154.72</u>

LIABILITY & SURPLUS	
Account Payables	4,636.00
Revolving Fund	<u>3,667.90</u>
Total Account Payable	8,303.90
FIXED LIABILITIES	
Grants Issued	2,499,000.00
Notes Issued	171,000.00
Less: Notes Retired	<u>-171,000.00</u>
Total Fixed Liabilities	2,499,000.00
SURPLUS	
Capital Reserve	10,922.24
Operating Reserve	39,987.28
Net Income (Deficit)	<u>39,941.30</u>
Total Surplus	90,850.82
TOTAL LIABILITY & SURPLUS	<u>2,598,154.72</u>

**TEWKSBURY MA 139-1 FEDERAL LEDGER
BALANCE SHEET AS OF 12/31/86**

ASSETS	
CASH	
Bay Bank #814-631-4	<u>546.86</u>
Total Cash	546.86
ACCOUNT RECEIVABLE	
Tenants Acct Receivable	<u>-9.00</u>
Total Account Receivable	-9.00
ADVANCES	
Limited Revolving Fund	<u>5,000.00</u>
Total Advances	5,000.00
INVESTMENTS	
Bay Bank M/M #517-136-9	<u>52,965.37</u>
Total Investments	52,965.37
DEBT AMORT. FUNDS	
HUD Annual Contrib. Rec.	<u>190,502.37</u>
Total Debt Amort. Funds	190,502.37
DEFERRED CHARGES	
Prepaid Insurance	<u>3,732.71</u>
Total Deferred Charges	3,732.71
LAND STRUCTURES EQUIPMENT	
Development Cost	2,656,467.01
Development Cost Contra	<u>-2,656,467.01</u>
Land Structures Equipment	<u>2,657,086.96</u>
Total Land Structures Equipment	2,657,086.96
TOTAL ASSETS	<u>2,909,825.27</u>

LIABILITIES & SURPLUS	
ACCOUNTS PAYABLE	
Account Payable Other	<u>14.46</u>
Total Accounts Payable	14.46
NOTES PAYABLE	
Project Loan Notes HUD	<u>2,512,961.13</u>
Total Notes Payable	2,512,961.13
ACCRUED LIABILITIES	
Accrued Pilot	<u>5,549.73</u>
Total Accrued Liabilities	5,549.73
SURPLUS FROM OPERATIONS	
Unreserved Surplus	-255,889.34
Operating Reserve	<u>47,075.24</u>
Total Surplus from Operations	-208,814.10
CUMULATIVE CONTRIBUTION	
HUD Annual Contribution	<u>720,237.92</u>
Total Cumulative Contributions	720,237.92
CURRENT YEAR OPERATIONS	
Interest on Project Notes	-131,739.73
Property Purchases Contra	79.99
Residual Rcpts, - Deficit	<u>11,535.87</u>
Total Current Year Operations	-120,123.87
TOTAL SURPLUS & LIAB	<u>2,909,825.27</u>

**TEWKSBURY MA 139-1 FEDERAL LEDGER
BALANCE SHEET
SUBSIDIARY SCHEDULE AS OF 12/31/86**

	CURRENT	BALANCE
LAND STRUCTURES EQUIPMENT		
Indirect Dev Cost	70,631.38	70,631.38
Site Acquisition	1.19	1.19
Site Improvements	713,171.09	713,171.09
Dwelling Structures	1,767,001.47	1,767,001.47
Dwelling Equip	36,637.70	36,637.70
Nondwell Structures	55,318.22	55,318.22
Office Equip	2,761.74	2,761.74
Maintenance Equip	3,976.44	3,976.44
Community Equip	2,887.73	2,887.73
Automotive Equip	4,700.00	4,700.00
TOTAL	<u>2,657,086.96</u>	<u>2,657,086.96</u>

COMMUNITY ACTIVITIES

Recreation Commission

The goal of the Recreation Department is to provide leisure time activities for all residents of Tewksbury. The Department directs a wide variety of programs; some open to all, some involve competition with other towns, with teams of determined size. Whatever the program, the emphasis is always on the enjoyment of all who participate.

A word of thanks is extended to the hundreds of people who donate their time to make these programs a success.

Basketball — Boys

The boys' basketball league consists of 20 teams — 5 in the Junior Division, 8 in the Intermediate and 7 in the Senior. Each team has a head coach and one or two assistant coaches. Each boy plays an equal amount of time in each game. A clinic is held each week for those boys who did not make a team. This program is for boys ages 9-14, and we would like to thank everyone for another successful season.

Basketball — Girls

The girls' basketball league is made up of two divisions. The Senior Division has 10 teams, with 10 players per team. The Junior Division has 8 teams, with 10 players per team. Each division chooses two All-Star teams that play at the end of the season. There are also two Tournament teams, one for 5th/6th graders and one for 7th/8th graders. These teams play in area tournaments.

Bowling

Our Bowling League consists of approximately 200 children between the ages of 8 to high school. There are a total of seven leagues. One on Tuesday night and 6 on Saturday morning. Each league has a supervisor. Our program includes a Turkey Roll-Off, Christmas Roll-Off, Christmas Party, Banquet with trophy awards.

Figure Skating

The Figure Skating Association is a program which enables children of the town to learn the basic skills in figure skating according to the USFSA. This program is held on Monday evenings and runs for approximately 30 weeks. Professional group lessons are available to those who wish to take them at an additional fee.

Soccer

Over the course of a 14-week season, the Tewksbury Youth Soccer League provides some 1,000 children the opportunity to enjoy the game of soccer. The intramural program consists of both boys and girls, ages 8-15. The teams play a 10 game season, culminating in a jamboree in mid-June. The travelling teams are entered in the Middlesex Youth Soccer League and have enjoyed much success year after year.

Softball — Girls

The Girls' Softball provides summer recreation for approximately 310 girls, ages 10-17. This program has provided many

girls who may not otherwise have had the opportunity, to try the sport of softball in a relaxed but competitive fashion at a very early age. Even though our rules may vary a bit from, say the High School level, I am sure the school athletic programs have enjoyed the benefits of our program as a development system for future school athletic activities.

Special Needs

Camp Pohelo is a program for children in the town who have special needs and are between the ages of 3 and 22. The staff consists of seven people — a Director who is certified in teaching children with moderate special needs; two team leaders who also have teacher certification; two senior counselors who are college students; and two junior counselors who are high school students that have had volunteer experience at the camp.

The camp runs for six weeks each summer from 9 am-2 pm. Transportation is provided by Blanchard Charter Service, Tewksbury. A field trip is planned for one day each week. We also use the Shawsheen Tech swimming pool three days a week for one hour each day. There is a certified swimming instructor, as well as two lifeguards on hand at the pool. Other activities include: arts and crafts, sports, games, socialization activities, field days, and a Superstars Day competition at the Tewksbury-Wilmington Elks. Camp Pohelo is a recreational program only. A bowling program is held each winter on Saturday afternoons for approximately ten weeks. An annual Christmas party is held at the Tewksbury Wilmington Elks Lodge on the Sunday before Christmas.

Tennis

The Tennis Program involves girls and boys from the ages of 8-17. Each of the two age groups meets twice a week for five weeks. Players are taught the basic strokes and strategy involved in match play. The program ends with a tournament for all players.

Youth Baseball

The program consists of a Minor, Major, Intermediate and Senior League. They are divided into American and National Leagues. The ages range from 8-15. We also have a Tee-Ball League for youngsters 6-8 which is most successful.

Youth Cheerleading and Football

The Youth Football Program fosters the principles of team play, self-discipline and physical fitness by stressing the fundamentals of the game of football and insuring safe playing conditions. The program for 1986 consisted of 172 boys between the ages of 8 and 13, and 100 girls participating in Cheerleading between the ages of 8 and 13. These children were guided by 38 volunteer coaches and Youth Football Board Members.

Youth Hockey

The Youth Hockey League provides instruction to over 400 children from mid-September through April. A clinic was also held to help beginners in the fundamentals of the game. Youth Hockey fields a Bantam A, two Bantam B, a Pee Wee A, two Pee Wee B, a Squirt A, two Squirt B, and a Mite A and B teams. Thanks to all our volunteers for their hours of support.

Library Trustees

Board of Trustees, 1986-1987

Thomas McLeod, *Chairman*

George R. Collins

Donna G. Haines

Robert F. Kerber

Sandra McPhail

Mildred Mulno

Library Director

Elisabeth Desmarais

In 1986, the library trustees have continued to pursue our main goals of the last few years, which have been to upgrade our library services and to modernize the techniques of lending library materials. We have been engaged in the process of automating our library services. Automation will update our collection and expand services to the public through efficiency in the lending process and expansion of access to materials. We feel that this is crucial for survival in our small facility.

The trustees greatly appreciate the efforts of our Library Director and staff, who implement our policies and who are ultimately responsible for the actual delivery of and changes in library services.

One of the most important responsibilities of the library trustees is the administration of the Fairgrieve Fund. This endowment was left to the Town of Tewksbury by Mrs. Ethel (Fairgrieve) Jackson for the purpose of providing a library facility. From time to time, the library trustees have found it necessary to use the fund to make capital expenditures for the present facility. This has been done with the full intent of preserving the principal for future building needs. The major portion of the trust fund must be conserved for its original intent: the provision of an adequate facility to serve the Town. The need for a larger building is an eventuality which the townspeople must face in the near future.

An important adjunct to our municipal appropriation is designated gifts from members of the community. This year we had the good fortune to receive a bequest from the estate of George Bugbee in memory of Tewksbury Police Chief Cyril Barker. After due consideration, the library trustees decided to use the bequest for a collection of video-cassette tapes which are available for loan to residents free of charge. The success of this loan service is evident. It is our wish to expand this service and to provide other new projects and services through future gifts to the public library.

Members of the community are invited to attend the monthly meetings of the Board of Library Trustees, which are held on the second Monday evening of each month in the Library's Conference Room. At these meetings, the six elected trustees deal with policies and goals for the Library.

The Library's municipal appropriation for fiscal year 1986 was \$162,117. Of this amount, \$12,317 was derived from the Commonwealth under the Library Incentive Grant Program (Chapter 760), and \$1,052 was derived from the County as dog licensing fees. The amount expended for books, magazines, and related print materials rose from \$24,368 in Fiscal Year 1985 to \$25,963 in Fiscal Year 1986. Despite this growth, Tewksbury's public library still has one of the lowest per capita municipal appropriations in the Merrimack Valley.

Our public library is a member of the Merrimack Valley Library Consortium, which now consists of twenty neighboring town libraries. The current automation project will enable our library to have access via computer terminals to materials held in other member libraries. The Tewksbury library staff

has begun the arduous task of matching books in our collection with bibliographic records in the Consortium's data base and then bar-coding these books for the eventual use of automated circulation procedures in the near future. The Library is working with the same size staff in 1987 as it did in 1968 when the building was first opened, despite a tremendous increase in the rate of circulation of books and the wide variety of new programs and services currently being offered. The library trustees are pleased that the Town has continued to fund the automation project as one way of coping with the serious under-staffing situation at the public library.

The public library is open a wide variety of hours, during the morning, afternoon, and evening, on weekdays, and also on Saturdays during the school year, to allow residents ample time to make use of this valuable resource to our community. The library serves all age groups, providing books and other materials to meet the educational, informational, and recreational needs of its users.

The Library offers programs for children of all ages throughout the year, designed to introduce children to books and to the pleasures of reading, and to the Library itself: its collections, resources, physical arrangement, and procedures for effective use.

Kindergarten classes are brought to the public library each spring for story hours and for tours. Many children receive their first library card during these visits. Other classes visit the Library for tours and for group research projects. Tours can be arranged to meet the needs of any groups.

The Library is heavily used by students from the elementary grades through college, for both curriculum-related assignments and leisure reading. With advance notice from teachers, the Library's staff members attempt to gather materials from various sources in sufficient quantities to supply materials to large groups of students who are simultaneously working on the same topics.

Two sessions of the Preschool Story Hour program are conducted by Assistant Library Director Fran Moore each week. The sessions are run on a six-weeks cycle, and are designed for children ages 3 to 5 years of age. Registration is held at regular intervals throughout the year.

The Library offers a variety of programs for elementary grade children during the summer, including weekly movies and special presentations. Children who participate in the summer reading club receive certificates of achievement for their summer reading. These programs are coordinated by Mrs. Moore, with help from volunteers.

Through its museum membership program, the Library makes available to its users family passes to the Boston Museum of Fine Arts, the Museum of Science, the Children's Museum, and the New England Aquarium. These passes give free admission into the museum for a family of four. The passes are loaned for one-day use and may be reserved in advance.

The Friends of the Tewksbury Public Library sponsor various fund-raising events each year in order to purchase the family passes to the Museum of Fine Arts, the Museum of Science and the New England Aquarium. The Friends also purchase publicity supplies for the library and subsidize other library expenditures. Residents may make memorial contributions to the Friends of the Library for the purchase of books or video tapes. The library trustees wish to express their sincere thanks to the Friends for their continued efforts to promote the library.

The Tewksbury Newcomers and Neighbors have purchased the family pass to the Children's Museum in Boston for the past several years, for which the trustees are grateful. We also extend our appreciation to the Tewksbury Garden Club for decorations throughout the year.

The trustees would like to take this opportunity to thank the members of the library staff for their conscientious service during the year. The staff includes two full-time employees, Library Director Elisabeth Desmarais and Assistant Director Fran Moore; and five permanent, part-time Library Clerical Assistants: Mary Gaffney, Elinor Haines, Maureen Kelley, Christine Livingston, and Jean Mann. We also extend our appreciation to the temporary employees who cover staff absences. The Library's part-time custodian is John Grenda, who works tirelessly to keep the building clean. We would also like to thank the DPW employees who care to the library grounds and assist with tasks such as changing the high ceiling lamps.

The trustees extend deep appreciation to Ida Ford who volunteers her time on a weekly basis throughout the year. Mr. Bob Ford, who passed away during this past year, also contributed his time and efforts on behalf of the library in many ways. The trustees and the library staff members miss this true friend.

The Library is open to the public during the following hours:

Monday through Thursday	10 a.m. until 9 p.m.
Friday and Saturday	10 a.m. until 5 p.m.

The library trustees invite the Town's residents to visit the Library and to make use of its collections, services, and special programs.

HEALTH and SAFETY

Board of Health Building Department
Police Department Fire Department
Civil Defense

Board of Health

In the past year, the Board of Health, through the Health Department, has been involved in matters relating to air pollution, raw sewage discharging to the surface of the ground, illegal dumping, condemnation of suspected potentially hazardous food (fire at food service establishment), recalls of potentially hazardous foods by the Department of Public Health, rubbish collection and disposal, illegal dump sites, restaurant inspections, housing inspections, sewer tie-ins, surface water pollution, pediculosis, non-smoking regulations, fluoridation and so on.

Although many of these problems appear to be routine and repetitious, each has a different solution and serious thought and care go into each and every decision.

The health and well-being of the residents of the Town of Tewksbury are the greatest concern of the Board of Health, whether you are young or old, in a Nursing Home or in school. We prescribe to the old adage, "An ounce of prevention is worth a pound of cure."

On behalf of the Board of Health, I wish to assure that we will continue to work in your best interest.

Joan M. Dunlevy, *Chairperson*
 John T. Lu, *Vice Chairman*
 Robert D. Rauseo, *Clerk*

Permits Issued		Fees
New Septic Systems	175	\$5,250.00
Septic Repairs	82	820.00
Food Service	74	1,480.00
Installer's	34	340.00
Pumping	13	130.00
Public Pools	4	40.00
Hotel, Motel	2	20.00
Trailer Park	1	10.00
Animal Permits	47	475.00
Funeral Directors	3	
		<hr/>
		\$8,565.00

Highwater Table and Percolation Tests	112	\$3,360.00
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Inspections	
Restaurants	74
Septic Systems	171
Nursing Homes	4
Housing	5

Immunizations	# of Clinics
Flu	543
DPT	13
Polio	11
MMR	7
TD	3
	1

Communicable Diseases

Giardia	5
Campylobacter	14
Hepatitis (viral)	1
Hepatitis B	5
Chickenpox	1
Salmonellosis	8
TB	1
Meningitis	5

Animal Bites

Dog	72
Cat	4
Horse	1
Human	1

WIRING DEPARTMENT

Wiring Permits	611	\$35,431.00
Plumbing Permits	630	10,037.00
Gas Permits	491	3,823.00
Re-Inspections	84	840.00
Underground Inspections	22	220.00
Sewer Entry Inspections	192	5,760.00
	2,030	\$56,111.00

Building Department

1986 Building Department Report

	No.	Value	Fees
New Dwellings	196	\$9,249,659	\$32,592
Multiple Family Dwellings (74 units)	15	2,424,248	9,668
New Commercial Construction	15	13,284,184	45,114
Commercial Additions	26	781,498	5,240
Additions to Dwellings	328	2,330,371	15,676
Second Dwelling Units	6	124,886	458
Swimming Pools	50	395,189	1,556
Signs	27	51,084	770
Change-Over Permits	59		3,036
Demolitions	11		100
Temporary Mobile Homes	3		20
Earth Removal Permits	6		225
TOTAL PERMITS	683	\$28,641,119	\$114,455
Recording Fees	8		1,300
Inspection Certificates	29		1,624
Re-Inspection Fees	44		440.00
Map Sales	4		8.00
TOTAL FEES PAID TO THE TREASURER			\$117,827
Building Violations Issued	10		
Zoning Violations Issued	26		
Unsafe Building Notices Issued	5		
Occupancy Permits Issued	189		

The following is a comparison chart for the years 1983 thru 1986.

	1983	1984	1985	1986
New Dwellings	79	118	160	196
Additions to Dwellings	297	272	350	328
Second Dwelling Units	3	9	10	6
Multiple Family Dwelling Units	164	283	370	74

Building Department Personnel

William Granfield, *Building Commissioner*
George T. Nawn, Sr., *Building Commissioner*
George Nuttall, *Alternate Building Inspector*
David Sargent, *Plumbing & Gas Inspector*
Jeremiah Delaney, *Wiring Inspector*
Philip Sousa, *Alternate Wiring Inspector*
Loretta Miggos, *Operations Assistant*
Patricia Henessy, *Clerk/Secretary, Perm. Part-Time*

Police Department

Tewksbury Police Roster — January 8, 1987

Chief of Police:	John F. Sullivan	
Lieutenants:	Gearty, Paul	1965
	Jamieson, Walter	1968
	Layne, Warren	1970
	Mackey, John	1975
	Mackey, Richard	1957
	Martin, Edward	1975
	Regan, Denise	1976
Sergeants:	Cook, Robert	1965
	Hazel, George	1979
	Johnson, Paul	1962
	Jop Jr., Walter	1970
	Landers, Richard	1970
	Peterson, Dennis	1975
Patrolmen:	Amari, Peter	1974
	Bolton, Clifford	1971
	Barry, John	1984
	Bolton, Leonard	1975
	Carr, Jerome	1984
	Carroll, Robert	1973
	Cormier, Martin	1959
	Delucia, Jos.	1974
	DiCalogero, Anthony	1975
	Doherty, Paul	1974
	Donovan, Al	1984
	Ford, Ralph	1979
	Haines, Robert	1956
	Jones, James	1962
	Kandrotas, Stephen	1978
	Landers, Alan	1968
	Latta, William	1975
	Layne, William	1979
	Luz, James	1973
	McKenna, James	1979
	Maguire, Debra	1986
	Nickerson, Jerrilee	1986
	Perry, Henry	1974
	Powers, John	1981
	Ringwood, Paul	1973
	Ryan, Donald	1970
	Stephens, Alan	1968
	Tanguay, Roger	1984
	Thomas, Paul	1982
	Westaway, Robert	1981
Policewoman Steno:	Maryellen Higginbotham	1977
Perm Part-time:	Virginia Terrazzano	1978
Janitor:	Herbert Patterson	

Reserves

Higginbotham, Maryellen	Miranda, Joaquin
Beek, Douglas	Morelli, Peter
Berthal, Darren	Morris, Peter
Collins, Walter	Pappas, Francis
Cook, Donald	Schwalb, William
DelTergo, Michael	Spencer, John
Doherty, Michael	Sullivan, Richard
Donoghue, John	Sweet, Bruce
Hadley, Herbert	Warren, Brian
Hood, James	McKenna, Frederick
Hudson, Edwina	Callahan, Brian
Jarek, John	Barchard, Maria A.
LaFortune, Ray	Barry, Deborah J.
Latta, Jr. John	Graham, James F.
Layne, Richard K.	Harte, Brendan M.
Layne, W.W.	Hiltz, Cheryl A.
Lucciano, Doug	McLeod, Thomas M.
Lukas, Edward	Menezes, Marilyn
Magnusson, Carl	Mohan, Mark A.
May, Donna	Morris, Constance R.
McCarthy, Nancy	Mosher, Beverly B.
McGrath, Michael	Rogers, James E. Jr.
Mehrman, Chris	

Police Record

Assault and Battery	73
Assault and Battery on a Police Officer	32
Assault and Battery with a dangerous weapon	25
Armed Robbery	4
Unarmed Robbery	7
Assault and Battery with intent to murder	0
Arson (attempted)	7
A.W.O.L.	0
Breaking and Entering in the nighttime	210
Breaking and Entering in the daytime	230
Disorderly Person	30
Violation of the drug laws	182
Default Warrants	130
Disturbing a school assembly	0
Prisoner failing to return	0
Forgery	2
Interfering with the Police	0
Trespassing	25
Possession of a dangerous weapon	21
Larceny over \$100.00	120
Larceny under \$100.00	100
Malicious damage	410
Minor inpossession of alcohol	95
Non-Support	40
Possession of burglarous tools	12
Possession of molotov cocktails	0
(By-Law) Public Drinking	226
Rape	10
Receiving stolen property	15
Threatening	10
Uttering	23
Bomb Threats	4
Unnatural Act	7
Protective Custody	330
Operating under the influence	265
Motor Vehicle Violations	3000
Complaints investigated	8025
Breaking and Entering Complaints investigated	440
Accidents	1400
Juveniles arrested	118
Adults arrested	710

Fire Department

Fire Department Roster

Acting Fire Chief	James J. Morris	1952
Acting Deputy Fire Chief	John C. Cuneo	1960
Captain	Kenneth W. Holden	1960
Acting Captains	Robert A. Fowler	1970
	Donald Greer	1975
Lieutenants	Richard A. Barrelle	1960
	John W. Burris	1972
	Robert E. Collins	1970
	Lawrence P. Driscoll	1971
	Richard A. Gath	1971
	James J. Graham	1972
	David W. Levy	1973
	*Bruce A. Reed	1971
	*James P. Ryan	1975
	Thomas Ryan	1972
	*George E. Yost	1976
	Phillip W. Zerofski	1971
	*David Austin	1973
	Robert C. Briggs	1960
	*Stephen Cotugno	1975
	John F. Coviello	1969
	Cosmo J. DiBiase	1969
	Robert L. Dogherty	1969
	Joseph S. Dogherty	1986
	*Daniel J. Donovan	1984
	James E. Farley	1970
	John F. Field	1970
	*Oscar O. Forero	1985
	*Russell W. Gourley, Jr.	1970
	Donald Greer, Jr.	1986
	Edward J. Kearns	1970
	*John K. Lightfoot	1976
	*Robert H. Little	1984
	*Richard J. Mackey	1979
	Paul A. Mahoney	1947
	Kenneth I. Mallinson	1967
	William R. Millett	1970
	*Robert P. Morris	1976
	*Timothy N. Niven	1985
	*John T. O'Neill	1976
	Richard F. O'Neill, Jr.	1959
	*Stephen Powers	1982
	Richard T. Sheehan	1966
	*Michael Sitar	1984
	*John Viscione	1985
*Emergency Medical Technicians		
Dispatchers	Gerald Colton	1984
	Mary J. Daley	1975
	Grace M. Hudson	1986
	Constance R. Morris	1979
Secretary	Mary A. Kane	1962
	Chief William A. Chandler	Retired 8/2/86
	Captain William A. Magro	Retired 2/24/86
	Lieutenant Richard A. Starling	Retired 7/26/86
	Firefighter Larry H. Nawn	Retired 7/26/86
	Kevin M. Sullivan	Resigned 4/10/86
	Barbara D. Sullivan	Resigned 12/6/86

TEWKSBURY FIRE DEPARTMENT — RUNS FOR 1986

	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Total
All Other	14	13	11	17	23	20	30	17	10	29	29	25	238
Ambulance	66	84	68	63	72	81	92	85	83	90	82	94	960
Ambulance Mutual Aid	0	2	1	2	1	1	2	0	1	1	2	0	13
Assist Ambulance	24	25	36	26	27	28	32	25	27	35	40	46	371
Auto	10	15	11	8	3	12	16	15	12	13	14	13	142
Brush	6	9	49	68	29	7	5	9	6	12	14	12	226
Building	1	2	3	2	6	3	2	1	2	2	2	6	32
Chimney	3	0	3	3	1	0	0	0	0	0	1	2	13
Dump & Dumpster	1	0	0	2	0	0	1	2	5	0	1	2	14
Electrical	2	10	6	3	2	6	2	1	4	1	1	3	41
False Accidental	19	6	6	12	8	8	6	11	16	6	3	15	116
False Malicious	3	2	2	2	2	1	1	0	1	2	0	1	17
Inspections	63	62	76	95	113	111	119	95	92	80	61	74	1041
Investigations	11	3	12	2	5	6	10	8	3	8	7	12	87
Mutual Aid	3	3	3	0	2	2	0	3	1	2	2	1	22
Oil Burners	1	3	0	2	2	0	0	1	3	1	1	0	14
Service Calls	14	5	12	10	4	10	7	11	15	12	16	7	123
Totals	241	244	299	317	300	296	325	284	281	294	276	313	3470

Respectfully submitted,

James J. Morris, Chief of the Fire Dept.

Civil Defense

In 1986-87 the problem of sheltering people overnight in one of our shelters was solved with the purchase of some cots and blankets with some of the money provided by the last Annual Town Meeting. More work was also done to the Civil Defense lighting truck.

In 1987-88 Civil Defense hopes to solve the problem with communications that surfaced during Hurricane Gloria. The vehicle planned would solve that problem by being able to use mobile radios to communicate to almost all area State and Local public service agencies.

Thank you for your support.

Respectfully submitted,
Michael W. Sitar Jr.
Director of Civil Defense



Mr. George Behrakis and Board of Public Works

PUBLIC WORKS

The goal of the Department of Public Works is to restore the highest standard of municipal services as possible. This can be accomplished by continuing to be a strictly maintenance-oriented department. In the past two years, I feel that we have accomplished most of these goals and we will continue to serve the public in that manner.

The organization of the Public Works is as follows:

Board of Public Works

C. Coldwell, *Chairman*
W. Hallisey, *Vice Chairman*
C. Coppola, *Clerk*
P. Sullivan
J. Kelley

Administration

William R. Burris, Jr., *Superintendent*
John Kane, *General Foreman*
Linda Monahan, *Sr. Confidential Secretary*
Evelyn Doherty, *Head Account Clerk*
Lorraine Cuskey, *Head Account Clerk*
Mamie Burke, *Clerk/Typist, Water Department*
Doris Doherty, *Secretary, Engineering Department*
William Blakeney, *Operation Assistant*

Highway/Trees Division

A. Gray, *Working Foreman*
R. Trott, *Tree Surgeon*
J. Shimkus, *Special Heavy Motor Equipment Operator*
J. Nolan, *Special Heavy Motor Equipment Operator*
P. Lambert, *Special Heavy Motor Equipment Operator*
W. Chandler, *Special Heavy Motor Equipment Operator*
F. Sellers, *Motor Equipment Operator*
R. Belida, *Heavy Motor Equipment Operator*
J. Ward, *Heavy Motor Equipment Operator*
L. Kane, *Heavy Motor Equipment Operator*
R. Nolan, *Heavy Motor Equipment Operator*
K. Conlon, *Heavy Motor Equipment Operator*
W. Haley, *Special Heavy Motor Equipment Operator*

Mechanic Division

J. McCarthy, *Working Foreman*
J. Marshall, *Motor Equipment Repairman*
R. Marsh, *Special Heavy Motor Equipment Operator*
R. Hudson, *Motor Equipment Repairman*

Water/Sewer Division

W. Wilkinson, *Working Foreman*
D. Prescott, *Water/Sewer Systems Maintenance Craftsman*
G. DeRoche, *Water/Sewer Systems Maintenance Craftsman*
R. Westaway, *Water/Sewer Systems Maintenance Craftsman*
R. Stoddard, *Heavy Motor Equipment Operator*
G. Deshler, *Water/Sewer Systems Maintenance Craftsman*
B. Gath, *Heavy Motor Equipment Operator*
T. Casey, *Meter Reader, Motor Equipment Operator*
A. Richards, *Meter Reader, Heavy Motor Equip. Operator*

Parks Division

E. Lightfoot, *Working Foreman*
J. Lightfoot, *Heavy Motor Equipment Operator*
F. Giannetti, *Heavy Motor Equipment Operator*
T. Stronach, *Heavy Motor Equipment Operator*

Engineering Division

T. Fiorello, *Sr. Engineer*
T. Richter, Jr., *Jr. Engineer*
P. Doherty, *Sewer Coordinator*

Retired Employees

K. Ryan

New Water services installed	300
Replace and repair water services	35
Replacement water meters installed	89
New meters installed	189
Meters installed by contractors and programmed by water division	121
Sewer Permits issued	190
Total new street permits issued	62
Special permits issued	1
State permits issued	5
No. of hydrants installed	
New mains installed (approximately)	3.6 miles

Snow Expenditures

186,564.44

Street Permits Issued

164

Park Permits Issued

157

Drainage Projects Completed:

McKenzie Circle
Rogers Street-Diamond Property
Lancaster Drive
Woburn Street
Police Dept.
South Fire Station
Wilson Road
James Avenue at Woburn Street
Woburn Street at Martell Welding
Kennedy Road, partial
Old Shawsheen Street
Babiczy Road
Water Street
John Street
Heathbrook School
Rogers Street, Paul Johnson
416 Rogers Street
Helvetia Street
Andover Street
Kendall Road

Catch Basins Cleaned

600

Streets Maintained

250 miles

Vehicles Maintained

Police
Dog Officer
Civil Defense
Auxiliary Police
Community Action Committee

Trees Removed

200

Highlights of 1986

Dedication of Francis "Tadd" Brown corner
Ground Breaking Ceremony for Water Filtration Plant

In closing, I would like to take this opportunity to thank the Board of Public Works for their support, the residents for their patience, and most important, the entire Department of Public Works' staff.

Thank you,
William R. Burris, Jr.
Superintendent of Public Works

EDUCATION

General Information

Superintendent's Report

School Committee

Staff List

Enrollment by Schools

Shawsheen Regional Vocational Technical School

School Department General Information

Registration for School in September 1987

Kindergarten: In order to be eligible for Kindergarten a child must be five years of age on or before January 1, 1988.

First Grade: In order to be eligible for First Grade a child must be six years of age on or before January 1, 1988.

Education and Employment Certificates

Every person from 14-16 years of age must have an employment certificate or permit and those between 16 - 18 years of age must have an educational certificate before starting work. These certificates and permits may be obtained at the office of the Superintendent of Schools, and the High School Principal. When one makes application for a certificate and/or working card he must apply in person and bring birth certificate and report of last grade attended.

No School Announcements

School will be closed only in the case of severe inclement weather. The schedule of no school signals in effect for this school year follows:

A series of three sets of two blasts (2-2-2) on the horns at the State Hospital and the Tewksbury Fire Department indicate no school at the following times for the groups indicated.

6:45 A.M.—No School At All Schools

7:45 A.M.—No School—All Elementary Schools Only (K-6)

Announcements relative to closing schools for inclement weather will be carried by radio stations WRKO, WCAP, WLLH, WCCM, WBZ, WHDH.

When it is in the interest of students' safety to delay the opening of school due to weather conditions, the Superintendent will notify the public by the same procedure as "no school" announcements are made.

School Committee Members

Thomas L. Cooke, 1987

Louis Carciofi, 1988

Deacon Bill Emerson, 1989

Charles LaBella, 1988

Benjamin Maxwell 1989

Report of the School Committee

The year of 1986 was a long one, especially in areas dealing with collective bargaining and budget restraints. The time and effort required to solve the problems in these areas were given generously by the school committee.

During the first few months of the year the school committee continued to meet with representatives of the teachers association to finalize the collective bargaining agreement. The contract that had been accepted by the teachers, following the strike in November, contained salary provisions that depended upon a vote of the town to elect to override the limits of Proposition 2½. When the town defeated the article to override, the school committee then had to reach agreement with the teachers within the funds available in the budget passed at the annual Town Meeting.

The cost of busing of private school students out of town had always been included in the school budget. In 1986 the school committee chose to take the cost out of the school department budget and put a special article in the annual town meeting warrant. The article received a great deal of debate. Funds were initially voted and then sustained by a second vote. Legal questions as to procedure were raised and the funds voted have not been spent. The courts have ruled that no funds for private school busing can be spent until all legal issues have been resolved.

I want to extend a special thanks to my colleagues on the committee. Three new members were elected to the school committee in April. I thank the former members for their dedication and hard work. Mr. Louis Carciofi and I are serving as the bridge between the changing of the old and new majority. I thank him for his help and welcome the interest, intelligence and dedication of our new members.

Thomas L. Cooke
Chairperson

Report of the Superintendent of Schools

To the Honorable School Committee and the Citizens of Tewksbury:

Herewith I am privileged to submit my twenty-second annual report as Superintendent of the Tewksbury Public Schools. On July 23, 1985, Governor Michael Dukakis signed into law the Public School Improvement Act of 1985 (Chapter 188). The purpose of this new law is to insure educational excellence for all students, to increase the accountability of teachers and students and to provide resources for creative educational improvements at the local level. I welcome these new opportunities and the responsibilities for the improvement of education for all the children in the Tewksbury Public Schools.

The focus of this annual report will deal with some of the ways we have implemented the new School Improvement Act. In the first part of the report I will discuss Formula Grant Programs. There are 5 Formula Grant Programs of which Tewksbury qualifies for 4. Formula Grant Programs are optional: school committees decide whether or not to accept these grants. In some cases the grant also requires Town Meeting Approval (Professional Development Grants and Minimum Teacher Salary Grants). A formula connected with each grant program determines the amount to which an individual school district is entitled from the state.

• **School Improvement Grants** — This is a direct allocation of funds to individual school buildings. For the 1985-86 school year these funds were available to only elementary schools. Starting with the 1986 school year all school buildings are eligible for these funds. The funds amount to \$10. per student and are spent by a School Improvement Council made up of the principal, 3 teachers, 3 parents, 1 school committee representative, and in the case of the high school a student.

These funds may be used for innovative academic programs, expanded services to students, purchase of instructional equipment, alternative education programs, cultural education programs, programs with parental or community involvement, staff training or other purposes consistent with school improvement. The councils may not spend the grants for current costs that are normally supported by the regular school committee budget. School Committee's have oversight authority, they may veto proposed expenditures. In 1986 Tewksbury received \$20,710 under this grant and will receive \$40,570 in 1987 — a total of \$61,280 over a two-year period.

• **Minimum Teacher Salary** — These grants are made by the state over a period of 2 years (1986 and 1987) to pay the cost of increasing the salaries of all teachers to \$18,000 in cases where the teachers received less than \$18,000 in both 1985 and 1986.

In 1986 there were 20 teachers whose salaries would have been less than \$18,000. The state reimbursed the Town \$33,483 to bring the 20 teachers' salaries up to the \$18,000 level. The town will be reimbursed a similar amount this year

to make up the difference between where the teachers' salaries would have been and the minimum of \$18,000. It's interesting to note that only 4 or 1% of School Districts out of 367 were paying a minimum teacher salary of \$18,000 before Chapter 188 was implemented (1985). Since the implementation of Chapter 188, one hundred-twenty school districts accepted the minimum teacher salary grant. Now there are 124 districts with at least an \$18,000 minimum or 34% of the school districts in the Commonwealth.

• **Professional Development Grants** — These grants are for additional compensation for teachers. The distribution of the funds is determined through collective bargaining between the School Committee and the Tewksbury Teachers' Association. These grants were considered as bonuses in most Massachusetts communities, including Tewksbury. The grant is for calendar years 1986 and 1987 and amounts to approximately \$1100 per teacher — an average of \$650 per teacher in 1986 and \$450 per teacher in 1987. Tewksbury's total grant amounted to \$175,487 in 1986 and \$121,491 in 1987.

• **Horace Mann Grants** — This grant provides to school districts money to pay additional compensation to teachers who take on expanded responsibilities during the year. There is a limit of \$2,500 for each teacher, each year. The teacher selection procedures and funding levels in each school district is subject to collective bargaining as was the case with the Professional Development Funds for teachers. The town of Tewksbury received \$32,280 for this school year. Forty teachers applied for grants and 29 teachers were awarded grants which ranged from \$700 per teacher to \$2,500. It is estimated that the Commonwealth of Massachusetts will distribute approximately \$7.3 million to Horace Mann teachers by January 1987.

Another extremely important component of Chapter 188 is Curriculum Assessment. Once every two years the Massachusetts Board of Education shall assess the effectiveness of the curriculum in individual schools and school districts by testing all students at three grade levels in selected major curriculum areas. The results of this testing is reported at the school level, at the district (town) level and statewide.

In March of 1986 the first battery of tests, as part of the Massachusetts Educational Assessment Program, was given to all students in grades 3, 7 and 11. Throughout the state 180,000 students took the tests while in Tewksbury there were 871 students who took the test. The tests were given in three curriculum areas — Reading, Mathematics and Science.

The results of the testing in Tewksbury revealed only one exception to the fact that on a total system-wide basis, Tewksbury students did not show any significant educational differences from the average test scores for the state in the content areas of Reading, Mathematics and Science. The only exception to this was in grade 11 reading, where Tewksbury students did score significantly higher than the state average. All of the system-wide scores for Tewksbury fell within the middle 68% of all students in the state taking the tests.

In reports I received from the Massachusetts Department of Education, Tewksbury High School showed the highest scores in the town and the 3rd grade elementary tests were the lowest. Since the tests show a cumulative effect, I was relatively pleased with this result. The results for the Tewksbury Schools follow:

	Elementary Grade 3	Junior High Grade 7	High School Grade 11	State Average
Reading	1270	1290	1370	1300
Mathematics	1290	1320	1330	1300
Science	1280	1300	1330	1300

In the guidelines issued by the State Department of Education it emphasized that when comparing scores it should be noted that scores differing less than 50 points should not be considered substantially different, while differences of more than 50 points should be considered meaningful. As stated previously the only test result in the above figures with any significant educational difference is the grade 11 reading test — which is 70 points higher than the state average.

The third grade scores for the individual schools in Tewksbury were:

Content Area	Dewing	North Street	Heath Brook	Trahan
Reading	1260	1340	1250	1230
Mathematics	1290	1300	1300	1260
Science	1300	1290	1290	1240

In the grade 3 scores by individual schools there is a meaningful significance indicated in the reading and science scores for the Trahan School. The scores do differ by more than 50 points from the state average. While these scores are disappointing they do focus on where to begin an examination of the curriculum at the school.

The State Department of Education has issued information on assessment testing which states. . . "an assessment measures the curriculum with the proviso that the content tested goes beyond what any one curriculum would be expected to cover."

- The assessment is not the ultimate measure of achievement
- The results are not a judgement on the effectiveness of teaching, nor on the intelligence of students.
- The results are not a prediction of the future nor are they independent of the particular group of students who were tested.
- The results are not the same as those which you would receive from a commercial testing program.

The staff of the Tewksbury Public Schools has begun an in-depth study of the assessment results. All principals and teachers are evaluating the results for their particular school. Regular meetings and work sessions have begun for the purpose of developing strategies and recommendations for improving the curriculum in Reading, Mathematics and Science. Principals are meeting with the Superintendent and the Assistant Superintendent for Instruction, Dr. Edward J. Farley, on a regular basis to develop a program for improvement.

In this report I have highlighted the major components of Chapter 188 that have affected education in Tewksbury.

The Education Reform Bill in Massachusetts — Chapter 188 was designed to bring significant changes to the delivery of education in every school district in the Commonwealth. In Tewksbury we have attempted to take advantage of every aspect of the "Bill" that is applicable to our school system. By the end of this school year we will have received approximately \$390,538 from the state as a result of this new legislation. The

funds have been used for instructional areas and equipment in the schools, teachers' salaries, research and curriculum development.

From the Massachusetts Assessment Program we have been able to identify strength and weaknesses in our curriculum in the areas of Reading, Mathematics and Science. This has provided a basis for designing new strategies and developing curriculum content to meet standards and guidelines identified by the state as desirable.

Our citizens are most generous in expressing their approval and pleasure with the type of education we are trying to provide here in Tewksbury. They are also honest and frank with any criticism they might have of our efforts. Both of these reactions we accept with thanks and a good feeling that the people are willing to express their praise and criticism of our schools within the framework of wanting to achieve excellence in our program. My hope is that we will keep focused on this goal of excellence.

I wish at this time to express my appreciation to my two Assistant Superintendents, Dr. Edward J. Farley, and Mr. John F. Ryan for their invaluable guidance, assistance and work in their respective areas. To all principals, assistant principals, teachers, secretarial and custodial staff, as well as the school food service workers, and all employees of the department we all owe our deep appreciation. The Tewksbury Public Schools could not function without the teamwork of all of these people who in actuality provide for all of our children what we feel is a first class education at a cost which is consistent with the Town's ability to pay.

The members of the School Committee have given generously of their time, talents and efforts in pursuit of providing the best possible education for the children of Tewksbury. The work of the School Committee deserves the appreciation and respect of every citizen. To the other town officials, parent advisory groups, civic, church and fraternal groups — all who have helped to provide quality education in Tewksbury, I extend my sincere appreciation and thanks.

Respectfully submitted,
John W. Wynn
Superintendent of Schools

MONTHLY SCHOOL ENROLLMENT October 1, 1986

Grade	Heath Brook	Lowella Dewing	Louise Trahan	North Street	Junior High	Senior High	Totals
K	83	46	97	95			321
1	71	109	69	73			322
2	70	82	76	70			298
3	79	77	57	53			266
4	59	86	63	49			257
5	70	81		43	72		266
6	64	105		49	83		301
7					292		292
8					342		342
9						244	244
10						313	313
11						298	298
12						318	318
SP	3						3
Totals	499	586	362	432	789	1173	3841

Staff

Roster — Central Office

John W. Wynn, M.Ed., *Superintendent of Schools*
 Edward J. Farley, Ed.D., *Assistant Superintendent of Schools*
 John F. Ryan, M.Ed., *Assistant Superintendent of Schools*
 Thomas Nawn, M.Ed., *Central Office Assistant*
 Thomas Lovett, M.Ed., *Data Processing Coordinator*

Barbara E. Tanner, *Executive Secretary*
 Anne Duncan, *Financial Clerk*
 Josephine Campo, *Secretary*
 Dorothy Gendall, *Clerk*

Memorial High School

William DeGregorio, M.A., *Principal*
 Joseph Crotty, M.A., *Assistant Principal*
 Anthony Romano, M.Ed., *Assistant Principal*

Delores Barlow, *Secretary*
 June Fowler, *Secretary*
 Mary Maguire, *Secretary*

Florence Antonuk, *Guidance Secretary*
 Rose Cochran, *Census Clerk*
 Anita Santori, *Data Processing Secretary*

English

Robert Manzi, M.Ed., *Department Head*
 Carol Acone Callahan, B.S.
 John Bresnahan, M.A.
 Chester Flynn, B.A.
 Joan Kelley, M.A.
 Elsa Marsh, B.A.
 Linda Novelli, M.Ed.
 Andrew Pappathan, M.Ed.
 Susan Patterson, B.A.
 John Perreault, M.A.
 Sheila Walsh, B.A.
 Jacqueline Williamson, B.A.

Social Studies

Warren Bowen, M.Ed., *Department Head*
 Sandra Bettencourt, B.S.
 John Corbett, M.Ed., — Max Ed
 Robert Fiske, B.S.Ed.
 James Kastritis, B.A.
 Patricia Koravos, B.A.
 Christos Koumantzelis, M.Ed.
 Robert MacDougall, M.A.
 Dennis McGadden, M.Ed.
 Sharon Milenavich, M.Ed.
 William Piscione, M.Ed.
 Donald Stewart, M.Ed., — Media Specialist

Mathematics

Bryce Collins, M.Ed., *Department Head*
 Cynthia Ayer, B.S.
 Judith Bruce, M.S., — Computers
 George Economou, B.S. Ed.
 Maureen McNamara, M.Ed.
 Elizabeth Papik, M.Ed.
 Roger Pilat, B.A.
 Gerald Rideout, M.A.T.
 Carol St. Germain, B.Ed.
 Dolores Sullivan, M.Ed.

Science

Marilyn O'Brien, M.A., *Department Head*
 John Clarke, M.Ed.
 Michael Daley, M.Ed.
 Stephen Gerome, C.A.G.S.
 Richard Gropman, M.A.
 Mary Herlihy, B.A.
 Patricia Lannon, B.A.
 Joseph LeProhon, M.S.
 Wade Longley, M.S.
 Kathleen Mofield, B.S.
 Timothy Otis, B.S.

Foreign Languages

Frances Renaud-Stephan, M.A., *Department Head*
 Antoinetta Cascella
 Leo Frechette, M.A.
 Daniel O'Brien, B.A.
 Maureen Rideout, B.A.
 Mary Sullivan, M.A.

Art

Daniel Rogacki, B.S.
 Donald Sullivan, M.Ed.

Distributive Education

Cynthia Onoroski, M.Ed.

Business Education

Anita MacDonald, M.Ed., *Department Head*
 Judith Berube, B.S.
 Dale Black, B.S.
 Melanie Buccola, M.Ed.
 Robert deGaravilla, M.Ed.
 Heidi DeRosa, B.S., Ed.
 Constance Goldsworthy, M.Ed.

Industrial Arts

Norris O'Brien, M.Ed., *Department Head*
 Lawrence Basteri, C.A.G.S.
 Frederick Bernhardt, B.S.
 Richard Otis, B.Ed.

Home Economics

Anne McDermott, B.Ed.
 Barbara Mersereau, M.A.

Music

Roger Whittlesey, M.Music, *Acting Director*

Physical Education

David Marcus, B.S., *Director*
 Robert Aylward, M.Ed., *Athletic Director*
 Nancy Billings, B.S.
 Steve Levine, B.S.Ed.
 Robert McCabe, M.Ed.
 Donna Tanner, M.Ed.

Vocational Education Aide

N. Jean Aylward

Tewksbury Junior High School

Richard Griffin, M.Ed., *Principal*
 George Abodeely, M.Ed., *Assistant Principal*

Judith Colman, *Secretary*
 Nancy Thompson, *Secretary*

Dorothy Doherty, *Guidance Secretary*

English

James McGuire, M.Ed., *Department Head*
Jason Andrews, M.Ed.
Anthony Blandini, B.Ed.
Linda Hair, M.A.
Elizabeth Kyle, M.A., — Dev. Rdg.
David Mullen, B.A., — Dev. Rdg.
Mary Murray, M.Ed., — Dev. Rdg.
Brenda O'Brien, B.A.

Social Studies

Kenneth Young, M.Ed., *Department Head*
Patricia Krol, M.Ed.
James LeClair, M.Ed.
Anne Maloy, B.A.
Stephen Prodanas, M.A.T.
Warren Yaeger, M.Ed.

Mathematics

Sharlene Locker, B.A., *Department Head*
Sandra Barnett, B.S. Ed.
Albert Bradley, M.Ed.
Annina Faraci, M.S.
Mary Keenan, M.Ed.
Rosamond Malatesta, M.Ed.

Science

Alfred White, M.S., *Department Head*
Kenneth Bowers, C.A.G.S.
Kathleen Connell, B.S.
Louis Garceau, B.A.
Glen Osterman, M.A.T.
Richard Zbieg, B.S. Ed., — Computers

Foreign Languages

Claire Piscione, B.A.

Industrial Arts

John Jarek, M.S.
Walter Mackey, M.Ed.

Home Economics

Bonita Hansberry, M.Ed.
Mary Laffey, B.S.

Art

Linda Malone, B.A.

Music

Nancy Laws, B.A.
Thomas O'Toole, M.A.

Physical Education

Martha Doukszewicz, B.S.
Susan Soo Field, B.S. Ed., I.G.E. Program
George Patterson, B.S.

Health/Values

Sal Gallo, M.A.T., *Director*
Cynthia Abate-Upson, B.A.

Business Education

Marilyn Streeter, M.Ed.

I.G.E. Program — Junior High School

5th Grade

Thomas Conlon, M.A.
Maureen Gropman, M.A.
Raymond Loosen, M.Ed.
Dolly Sacramone, M.Ed.

6th Grade

Philip Kearney, M.Ed.
William Kirwin, M.Ed.
Kevin McArdle, M.Ed.

Aides

Janice DiPietro
Jean Olsen

Heath Brook School

Antonio Terenzi, C.A.G.S., *Principal*
Ann Sexton, *Secretary*
Ruth Maher, *Secretary*

Grade 1

Joan Ciambella, B.S. Ed.
Margaret Harcourt, B.S. Ed.
Susan LaMotte, B.S. Ed.

Grade 2

Virginia Bunting, B.S. Ed.
Dorothy Foley, M.Ed.
Brenda McWilliams, B.S. Ed.

Grade 3

Barbara Duarte, B.S. Ed.
Elaine Fiske, B.S. Ed.
Paula Levis, B.S. Ed.

Grade 4

Donald Barry, M.Ed.
Marcia Kalarites, M.Ed.
Lorraine Nastek, B.S. Ed.

Grade 5

Alfred LeClair, M.Ed.
Richard Mousseau, M.Ed.
Martha Quinn, M.Ed.

Grade 6

Joanne Krainski, M.Ed.
Frederick Leahy, M.Ed.
Elaine Mullen, B.S. Ed.

Kindergarten

Maureen Cody, B.Ed.
Patricia McDonnell, B.Ed.

Kindergarten Aides

Linda Austin
Rita Boudreau

Loella F. Dewing School

John Weir, M.Ed., *Principal*
Particia Boucher, *Secretary*

Grade 1

Meredith DeBow, M.Ed.
Maureen Kane, B.S. Ed.
Janice Lunn, M.Ed.
Claire Reed, B.S.
Patricia Stratis, B.Ed.

Grade 2

Geraldine Rubico, B.S. Ed.
 Shirley Sanford, B.S.
 Carole Sullivan, M.Ed.
 Barbara Vitallo, B.S.

Grade 3

Maureen Buckley, B.S. Ed.
 Mary Lou Morris, M.Ed.
 Rose White, B.S. Ed.

Grade 4

Brenda Fraza, B.S. Ed.
 Robert Maloney, M.Ed.
 Ann Read, M.Ed.
 Sandra Ryan, M.Ed.

Grade 5

Patricia Allen, M.Ed.
 Carlton Clark, M.Ed.
 August Jardin, M.Ed.
 Iris Koumantzelis, B.S. Ed.

Grade 6

George Kalarities, M.Ed.
 George Paul, M.Ed.
 Richard Schadlick, M.Ed.
 Monica Weir, B.S. Ed.

Kindergarten

Cathy Ronan, M.Ed.

Kindergarten Aides

Jane Juskiewicz
 Diane Norton, B.S. Ed.

Louise Davy Trahan School

Edward Pelletier, M.A., *Principal*
 Elaine Tower, *Secretary*

Grade 1

Virginia Callahan, M.Ed.
 Maureen Jackman, B.S. Ed.
 Ann O'Hara, B.S. Ed.

Grade 2

Nordice Chute, B.S.
 Kathryn Quinn, B.S. Ed.
 Christine Themeles, B.S. Ed.

Grade 3

Madeleine DeLuca, B.A.
 Elizabeth Santos, B.S. Ed.
 Karen Ware, B.S. Ed.

Grade 4

Patricia Dias, B.S. Ed.
 Joan Friedman, M.A.
 Marimargaret Roberts, M.Ed.

Chapter 1

Frances Gath, B.S. Ed.
 Mildred Mulno, M.Ed.
 Priscilla Titus, M.Ed.

Kindergarten

Gwen Hedrick, B.S. Ed.
 Catherine Brimer, B.S.

Kindergarten Aides

Diane Kelley
 Patricia Lightfoot

North Street School

William Tsimtsos, M.Ed., *Principal*
 Valerie Rogers, *Secretary*

Grade 1

Arlene Breault, B.S. Ed.
 Charlotte Johnson, B.S. Ed.
 Jennie Zantuhous, B.S.

Grade 2

Jacqueline Dupont, B.S. Ed.
 Elaine Maxwell, B.S. Ed.
 Carolyn McLaughlin, B.A.

Grade 3

Alma Davis, M.Ed.
 Joan Ryan, B.S. Ed.

Grade 4

Cassandra Edell, B.S. Ed.
 Jayne Gray, M.Ed.

Grade 5

Charles Allen, M.Ed.
 Robert Cullen, M.Ed.

Grade 6

Eugene Sdoia, M.Ed.
 Gerald Smith, M.Ed.

Kindergarten

Sheila Gurry, M.A.
 Marjorie Petalas, M.Ed.

Kindergarten Aides

Linda Beaulieu
 Margaret Smith

Guidance — Memorial High School

Priscilla Betses, M.Ed., *Director*
 John Donoghue, M.S.
 Henri Dufour, M.Ed.
 Elisabeth Gaffney, M.Ed.
 John Maloy, M.Ed.

Guidance — Junior High School

Thomas Madden, M.Ed.
 Alice Marcotte, B.A.

Librarians — Systemwide

Hope Place, B.S. — Memorial High School
 Gertrude Carey, M.A. — Junior High School
 Arlene King, M.A. — Head Elementary Librarian

Reading Specialists

Karla Conway, B.S.
 Robert Horgan, M.Ed.
 Georgia Ruckledge, M.Ed.

Elementary Art

Gail Hamilton, B.A.
 Carol Rodgers, M.A.
 Betty-Ann Themeles, B.S. Ed.

Elementary Music

Joseph Buckley, M. Music
 Susan Thorne, B.S. Ed.
 Betty Turner, M.F.A.

Elementary Physical Education

James Manley, B.S.
 Bonnie Roberts, B.S.
 Rita Stevens, M.Ed.

Elementary Gifted & Talented

Dorothy Hudak, M.Ed.
 Elise Racicot, M.Ed.

Health Educator

Denise M. Saindon, B.S.

Special Education Department

Michelle DeAngelis, Ed.D., *Administrator*
Beverly Erlandson, *Secretary*
Theresa Brown, *Secretary*
Joanne Kearns, *Secretary*
Pauline Brooks, *Secretary, Athletic Director*
Speed Youth Advisors
Lee Muller, M.Ed.
Adjustment Counselors
Robert Appolloni, M.Ed.
Carol Brooks, M.Ed.
Frederick Penza, Ed. D.
Gail Shinberg, M.Ed.
Stella Sullivan, M.Ed.
William Traveis, M.Ed.
Psychometrist
Sheila Kempler, C.A.G.S.
Speech Therapists
Jan Fuller, M.Ed.
Ann Johnson, M.Ed.
Jane Kelley, M.Ed.
Christine Kiss, M.Ed.
Visually Handicapped
Therese Morin, M.Ed.
Early Childhood Specialist
Patricia Costigan, M.Ed.
Moderate Special Needs
Ruth Anderson, M.A.
James Auten, M.Ed.
Susan Berberian, M.Ed.
Elaine Blasdel, B.Ed.
Roseanne Boghossian, M.Ed.
Deborah Brousseau, M.Ed.
Nancy Farrey, M.Ed.
Carole Anne Gallo, B.S. Ed.
Eileen Gardner, B.S. Ed.
Donna Graham, M.Ed.
Carole Holmy, M.Ed.
Sabel Jankelson, M.Ed.
Kaspar Kasparian, M.Ed.
Mary Kennedy, B.S.
Pauline King, B.S. Ed.
Ann Knower, M.S.
Nancy LaRose, M.Ed.
Donna LeCam, M.Ed.
Mary Manseau, M.Ed.
Carlene Neumann, M.Ed.
Stephanie Pagiavlas, M.Ed.
Mary Ann Primerano, M.Ed.
Carol Sagro, M.Ed.
Judith Spano-Davis, M.Ed.
Thomas Walsh, B.S. Ed.
Special Education Aides
Elinor Beloin, B.S. Ed.
Antonette Byrnes, B.S. Ed.
Jean Holmes, B.S.
Pamela Lussier, B.S. Ed.
School Nurses
Louise Gearty, R.N. & B.S.
Dorothy Gerrard, R.N. & B.S.
Yvonne Hall, R.N. & M.S.
Alice LeDuc, R.N.
Charlotte Sargent, R.N. & B.S.

Part-Time Nurses
Judith Hopkins, R.N.
Linda Jezak, R.N.

Occupational Therapist
Mary Chappell, B.S.

Physical Therapist
Anne Dempsey, B.S.

Library Aides
Ann Donnelly
Judith Dziadosz
Martha Feran
Marilyn Fowler
Mary Gale
Barbara Keefe
Jean Keyser
Evelyn McCabe
Mary Nawn
Vasilike Stevens
Rosemary Sullivan
Mary Turcotte

School Attendance Officers

Robert Cook
George Hazel

Maintenance Department

Joseph George, *Supervisor of Maintenance*
Thomas Gilbride
Louis Marion
Charles Ryan
Thomas Sullivan
Joel Trull

Custodial Department

Mr. John Regilino, *Supervisor of Custodians*

High School

John Anderson, *Acting Head Custodian*
Eleanor Antonelli
John Cleary
Eric Gordon
Harvey Leighton
Brooks Nyren
Roy Osterberg
Al Ricci
Steve Witham

Junior High School

William Carlson, *Acting Head Custodian*
Robert Anderson
David Beattie
Henry Benson
William Oleson
Andre Pare
James Zousimas, *Acting Head Night Custodian*

Loella F. Dewing School

William Bomil, *Acting Head Custodian*
Richard Fallon
Bruce MacDonald
William Krzesinski
Kurt Schimmelbusch
William Bomil, Jr.,

Heath Brook School

Joseph McCann, *Acting Head Custodian*
Edward Brabant
William Cuskey
David Green
Claire Lebel

North Street School

Frank Dombrowski, *Head Custodian*
 Daniel Martin
 Donald Page

Louise Davey Trahan School

Bernard Boudreau, *Acting Head Custodian*
 John Dey
 Eugene Kelly
 Peter Thuillier

Matrons

Joan Andella
 Margaret Carney

Food Service Department

Ms. Joan Dey, *Director*
 Mary Lou Conroy, *Secretary*

Loella F. Dewing

Theresa Harrington, *Manager*
 Rochette Hastings
 Elizabeth Ryder

Heath Brook

Eleanor Bissett, *Manager*
 Carole Friedman
 Margaret Gilbert
 Dolores Montecalvo

Junior High

Rose Moore, *Manager*
 Mary DiBella
 Judith Dickinson

Ann Diberto
 Diane Lombardi
 Barbara Stevens
 Ivane Thibedeau
 Janice Woodman

Memorial High

Phyllis Boumel, *Manager*
 Agnes Fowler
 Marilyn Gretskey

Judith Hanlon
 Sheila Krzesinski
 Christine Lindsey
 Concetta Miranda
 Marie Nolan

Mildred Patterson
 Dorothy Peach

Marcella Urquhart

North Street

Lorraine McPhee, *Manager*
 Anna Dobin

Louise Davy Trahan

Martha Kelleher, *Manager*
 Marie DiFabio

HORACE MANN TEACHER GRANTS
 Dr. Edward J. Farley, *Assistant Superintendent*

In 1985 the state legislature passed the Public School Improvement Act. One section of that Act is called Horace Mann Teacher Grants. The intent of these grants is to provide financial incentives to teachers to carry out expanded responsibilities within their districts.

Each school system will receive an amount of money that can be used to pay teachers for carrying out these expanded responsibilities. Tewksbury has been allotted \$32,280 for the first year of the program. The school committee had to enter into a collective bargaining agreement with teachers to determine selection procedures and grant levels for Horace Mann Teachers. The maximum annual grant that any one Horace Mann Teacher may receive is \$2,500.

In preparation for the grants, a workshop was held for all instructional personnel on September 16, 1986. Mr. John Philipppo, consultant from the Merrimack Education Center, reviewed the guidelines for the program. He also instructed the participants on how to write a grant proposal. The application form he used was accepted by the School Committee and the Tewksbury Teachers' Association as the application form to be used in applying for a Horace Mann Teacher Grant.

As 1986 came to a close the school system began receiving applications for Horace Mann Teacher Grants. Teachers were asked to select topics recommended by the Massachusetts Department of Education. These include teacher training, curriculum and program development, special assistance to dropouts or potential dropouts, inservice instruction and consultancy, development and evaluation of teacher resources, and school-home-community liaison. The school administration also recommended to teachers that they write grants proposing to work in assisting teachers in managing computer labs, serving as curriculum facilitators at the elementary level, and developing an elementary social studies curriculum program.

The Horace Mann Teacher Grants were established to increase teacher initiative and creativity and improve the use of valuable teaching resources. The state is providing the funds to compensate teachers for the expanded responsibilities and thereby recognize and encourage their initiative.

GUIDANCE DEPARTMENT REPORT
 Priscilla Betses, *Guidance Director*

It is with a great sense of pride that I submit this report to the Townspeople of Tewksbury on the state of well-being of its students. The Guidance Staff are in daily contact with the students and every indication points toward a healthy and happy student body which is achieving academically and socially and is dealing with its pressures in a mature manner.

This year there were two major themes which received considerable attention; namely, the national drug crisis and the state assessment testing program, and I will attempt to address both issues in relation to our student population.

First, I would like to focus on the national drug crisis. This is not a new phenomenon by any stretch of the imagination. The school authorities have been working diligently since the early and middle 60's to teach about the horror of drug and substance abuse; identify students who are users; and to direct them to treatment centers. In essence, this problem is at least twenty years old and it has escalated to engulf our entire nation's population, including all economic levels, all social classes, ages, occupation and government agencies. It became a national epidemic which had to be addressed and eradicated. The best way to deal with this problem is by recognition, admission and education.

All educational institutions have been teaching and continue to teach about drug and substance abuse. Business, government and industry are making a concerted effort to detect abusers and to rehabilitate these victims. All of the media have been generous with their resources to educate the general public through public service announcements. This concentrated effort to educate the public together with the cooperation of safety authorities and health agencies to eradicate this national problem is finally moving in a positive direction.

The school administration, staff and support personnel are well-informed through staff development and professional improvement programs of the proper procedures to deal with this problem. All public institutions are making every effort to make our community substance free.

The second major development which occurred this year was the Massachusetts Assessment Test which was adminis-

ered to all grade 3, 7 and 11 students throughout the Commonwealth. This test is one of two tests (the other being the basic skills test) which was mandated by Chapter 188 of the Massachusetts Education Reform Act of 1985.

The assessment test differs from an achievement test in that it does not attempt to measure individual student's achievement, but attempts to measure the curriculum of a school system. The test itself measured more than the substantial material covered in any one year in three disciplines: namely; reading, mathematics and science. Seventy percent of the questions were from the national assessment test of educational progress. This test will be administered every other year in order to compare the system's results with Massachusetts and National norms.

The results of the assessment test in which our students participated showed that our curriculum is in place. However, we must continue to update our curriculum to reflect new developments in a current society.

In closing, I want to reiterate that at Tewksbury Memorial High School, we recognize that people deserve positive reinforcement and recognition as rewards for their performance. This is not to be interpreted again as just rewarding "great" performers, but for all "good" performers as well; most students are good performers. Our objective is to challenge each student to his/her fullest potential by increasing achievement, increasing attendance, reducing dropouts and enhancing study skills.

TEWKSBURY MEMORIAL HIGH SCHOOL Scholarship Award Recipients Class of 1986

Tewksbury Wilmington Emblem Club	Richard Bramante, Jr.
Middlesex Women's Club	Patricia Dunbar
TMHS Art Department	Karen Sturtevant
John Porter Memorial Scholarship	Scott Garland
David Keon Memorial Scholarship	Scott Weisens
Tewksbury Food Service Scholarship	David Park
Tewksbury Art Guild	Andrew Finsel
	James Latta
Joseph A. Bernardi Memorial Scholarship	Margaret Forsyth
Tewksbury Lions Club	Robert Dunlay
	Kelly Moloney
	Patricia Dunbar
	Richard Lapham
U.S. Air Force Academy Appointment	Timothy Patterson
The Golden Age Scholarship	Donald Hubbard, Jr.
Philanthropic Lodge of Marblehead/Masons	Sheri Strong
Tewksbury Veterans Association	Jeffrey Sands
	Michael Patenaude
	Robert Briggs
	Kim Sullivan
	Robert Dunlay
U.S. Navy ROTC Scholarship	Timothy Patterson
Tewksbury Garden Club	Douglas Noyes
Wang Laboratories	Robert Dunlay
	Matthew Grund
	Timothy Patterson
	Patricia Dunbar
	Douglas Haslam

Rosemary Peirent Scholarship
Award Fund
Tewksbury Rotary Club

Digital Scholarship
Balfour Scholarship Award
John Sughrue Memorial Scholarship
Mable Anderson Memorial Scholarship
Town Crier Scholarship
Tewksbury Wilmington Lodge of Elks

Massachusetts Elks Scholarship Foundation
Heath Brook P.A.C. Scholarship
Tewksbury Newcomers and Neighbors Scholarship

Tewksbury Teachers' Scholarship
Louise Davy Trahan Memorial Scholarship
TMHS Band Loyalty Scholarship
TMHS Music Association
Annua Scholarship

National Honor Society

Tewksbury Junior High School
Student Council

TMHS Class of 1986 Scholarship

Knights of Columbus
The Luke Byrne Memorial
Scholarship

The following students also received scholarships or recognition from their prospective colleges or organizations.

American Legion Scholarship	Suzanne Downey
Mary and Harry Zimmerman Scholarship	
National Elks Scholarship	Douglas Haslam
Presidential Scholarship - Bridgewater	Robert Dunlay
Regents Scholarship Award	
Swain School of Design	Susan Pollard
Academic Scholarship	Elise Ministeri
Stonehill College Honors Scholar Award	Karen Sturtevant
	Shawn Linnehan

Letters of Commendation from the National Merit Scholarship Qualifying Test were awarded to: Gina Busa, Patrick Carey, Robert Dunlay, Matthew Grund and Douglas Haslam. The Commonwealth of Massachusetts Scholars were: Robert Dunlay, Patricia Dunbar, Matthew Grund and Timothy Patterson.

Tewksbury Memorial High School students are grateful for all the generous contributions made to them to help defray the cost of their college expenses.

Bridget Higgins
Suzanne Koumantzelis
Brian Tremblay
Jeanne Connor
Steven Koufogazos

Barry Dunlevy

Robert Briggs, Jr.
Lauren Terrazzano

Robert Dunlay
Karen Sturtevant

Robert Ware
Gina Busa

Beth Luken
Sheri Strong
Gina Busa

Patricia Dunbar
Doreen Sipowicz

Douglas Haslam
Doreen Sipowicz
Sheri Strong
Jeanne Connor
Suzanne Koumantzelis

Richard Rogers
Susan Pollard
Richard Lapham
Jennifer Rogers
Pamela Brothers
Steven Rockwell
Kristin Doherty

Jennifer Rogers
Scott Sampson

Shawsheen Valley Regional Vocational/Technical High School

Annual Report 1986

Elected Representatives of the Regional School Committee are:

Bedford

Anthony R. Mazzone
Joseph L. Rogers

Billerica

Kenneth L. Buffum
Secy./Treas.
Bernard Hoar

Burlington

Francis McLaughlin
John P. Miller
Chairman

Tewksbury

Richard E. Griffin
J. Peter Downing
Vice-Chairman

Wilmington

John Gillis
Kevin J. Sowyrda

As a regional vocational/technical school, Shawsheen Tech serves five towns which include Bedford, Billerica, Burlington, Tewksbury, and Wilmington. Our prime concern is to train students for gainful employment. Since 80% of the jobs in today's world of work do not require a college education, the vocational and technical training offered at Shawsheen Tech results in just about all of the graduates getting jobs in their area of training.

As with every year, many activities take place which affect students, parents, and district townspeople. Listed below are several such activities.

Open House

This past year, Open House was held on January 21, 1986. Invitations were sent to all 8th grade students and their parents in order to give them the opportunity to visit the school and see the shops in operation. Teachers were on hand to explain the skill training in the different shop areas while the academic teachers were available to answer questions concerning the academic requirements of the school. This was by far one of the largest turnouts of any Open House held by the school.

Adult Education

Adult Evening Education was offered once again this past year and continues to be extremely popular with over 400 adults enrolled in approximately 19 different programs.

Accreditation

This past year Shawsheen Tech hosted a visiting committee comprised of members of the New England Association of Schools and Colleges. The committee spent three days at Shawsheen Tech evaluating the school in terms of our stated philosophy and objectives and the extent to which the school meets the educational needs of the students and the district communities. The visiting committee submitted their final report to the Commission on Vocational, Technical and Career Institutions, and at the 101st Annual Meeting of the New England Association of Schools and Colleges at the Copley Plaza Hotel in Boston, Shawsheen Tech was awarded initial institutional accreditation. This indicates we have met standards of membership and complied with requirements for extensive

evaluation and peer group review by the Association which monitors accredited schools and colleges to ensure that standards of membership are maintained.

Budget

In accordance with guidelines established in past years, the final budget was reviewed and passed by the Regional School Committee on January 27, 1987.

Craft Advisory Meetings

In keeping with our past practice, Shawsheen Tech's Craft Advisory Committee met in the fall and spring of this past year. We have been most fortunate in having a large and very interested group of advisors whose guidance over the years has been extremely valuable to the school.

Student Activities

Shawsheen Tech offers many extra-curricular activities to students attending our school. This year students took part in such activities as the Vocational Industrial Clubs of America (VICA), Toys for Tots, school newspaper, drama club, and pop band as well as the many sports teams fielded by the school.

Outside Projects

Our house building project for the 85/86 school year was built in Tewksbury, and the students work was completed in June. Our students also continued to work on other outside projects during the year; such as, the Wilmington Senior Center, Tewksbury Fire Department, and Burlington High School. This year's house project is being undertaken in the town of Billerica and should be completed by this June. These projects give the construction trade students excellent experience in the actual building process.

Looking Ahead

The year ahead promises to be an exciting and challenging one as well as a year of transition for the students and staff of Shawsheen Tech. Mr. Benjamin Wolk, whose name grew to be synonymous with the institution "Shawsheen Tech," has retired. The contributions of this extra-ordinary individual will be permanently felt in this school district.

On December 16, 1986 the School Committee voted Mr. Charles Lyons the school's new Superintendent-Director. Mr. Lyons began his appointment the beginning of February. Until that time, Mr. Robert Cunningham acted as Interim Superintendent for the school.

Enrollment Statistics

In accordance with the agreement between the five towns, the assessment of costs is based on the percentage of enrollment. The enrollment as of October 1, 1986 was as follows:

Town	Number of Students	Percent of Enrollment
Bedford	61	4.1%
Billerica	618	41.9%
Burlington	157	10.6%
Tewksbury	383	26.0%
Wilmington	255	17.3%

Total enrollment as of 10/1/86 is 1,474.

FINANCES

*Treasurer — Collector
Appropriations Board of Assessors
Town Employee Earnings
Auditor's Report - Receipts and Expenditures*

Report of the Treasurer-Collector

To the Honorable Board of Selectmen:

Gentlemen:

I submit herewith my report for the Fiscal Year ending June 30, 1986.

Cash on hand	\$ 3,938,153.46
Receipts to June 30, 1986	65,072,569.90
Journal Adjustments and Returned Checks	+ 93,359.13
	<u>\$69,104,082.49</u>

Paid on Warrants by the Town Auditor F/Y 1986.	\$63,090,124.45
Less accounts payable on Warrants	- 752,003.39
Net Warrants June 30, 1986	<u>\$62,338,121.06</u>
Balance on hand June 30, 1986	\$ 6,765,961.43

For detail of receipts and expenditures see report of the Town Auditor.

Lewis Tremblay, *Treasurer-Collector*

Statement of Town Debt — Fiscal Year Basis

1987	\$1,804,093.00	1997	\$ 1,275,000.00
1988	1,790,000.00	1998	1,270,000.00
1989	1,640,000.00	1999	1,265,000.00
1990	1,510,000.00	2000	1,265,000.00
1991	1,470,000.00	2001	880,000.00
1992	1,460,000.00	2002	880,000.00
1993	1,460,000.00	2003	880,000.00
1994	1,435,000.00	2004	665,000.00
1995	1,315,000.00	2005	660,000.00
1996	1,280,000.00	2006	660,000.00
			<u>\$24,854,093.00</u>

Statement of Interest — Fiscal Year Basis

1987	\$1,967,271.26	1997	\$ 752,435.00
1988	1,828,065.00	1998	645,575.00
1989	1,689,450.00	1999	539,012.50
1990	1,563,190.00	2000	432,510.00
1991	1,440,357.50	2001	344,342.50
1992	1,320,207.50	2002	273,985.00
1993	1,200,767.50	2003	203,482.50
1994	1,082,077.50	2004	142,987.50
1995	968,165.00	2005	93,150.00
1996	859,585.00	2006	43,530.00
			<u>\$17,390,146.26</u>

Detail of Debt Outside of the Debt Limit

School Project — Chapter 645, Acts of 1948	\$ 6,480,000.00
Water Project — General Laws, Ter Ed. Chapter 44.....	8,480,000.00
Sewer Project — General Laws, Chapter 44	3,640,000.00
	<u>\$18,600,000.00</u>

Trust and Investment Funds

Cash and Securities in Custody of Town Treasurer as of June 1986.

Conservation Fund	\$ 49,913.14
Foster School Fund	8,703.59
Pierce Essay Fund	605.06
Cemetery Perpetual Care Fund	8,339.19
250th Anniversary Fund	92.64
Stabilization Fund	17,722.76
Fairgrieve Memorial Fund	350,445.51
Mahoney Family Reward Fund	1,338.70
	<u>\$ 437,160.59</u>

	F/Y 1986	F/Y 1985	F/Y 1984	F/Y 1983	F/Y 1982	Previous Years
Real Estate						
Committed	13,153,905.80	-0-	-0-	-0-	-0-	
Outstanding 7/85	-0-	380,248.23	5,477.82	(- 3,908.93)	(- 1,982.71)	
Collections	12,359,924.63	380,853.32	3,576.57	-0-	-0-	
Abatements	326,978.09	34,117.00	8,281.80	83.60	-0-	
Refunded	20,457.64	46,345.50	8,391.23	83.60	-0-	
Added to T. Title	76,263.51	11,864.84	-0-	-0-	-0-	
Trans. to T. Poss.	513.00	-0-	-0-	-0-	-0-	
Misc. Adj.	(- 447.14)	+ 778.43	+ 642.00	-0-	-0-	
Balance 6/30/86	<u>410,237.07</u>	<u>537.00</u>	<u>2,652.68</u>	<u>(- 3,908.93)</u>	<u>(- 1,982.71)</u>	
Water Liens						
Committed	94,154.41	-0-	-0-	-0-	-0-	
Outstanding 7/85	-0-	13,827.90	(- 3,511.00)	42.00	2,338.60	
Collections	87,883.60	13,155.40	-0-	-0-	-0-	
Abatements	700.00	-0-	-0-	-0-	-0-	
Refunded	293.90	77.00	-0-	-0-	-0-	
Added to T. Title	<u>400.00</u>	<u>299.00</u>	<u>-0-</u>	<u>-0-</u>	<u>-0-</u>	
Balance 6/30/86	<u>5,464.71</u>	<u>450.50</u>	<u>(- 3,511.00)</u>	<u>42.00</u>	<u>2,338.60</u>	
Personal Property						
Committed	751,009.48	-0-	-0-	-0-	-0-	-0-
Outstanding 7/85	-0-	15,174.65	8,628.25	8,703.11	3,242.97	17,407.98
Collections	725,840.46	8,651.11	271.50	951.58	130.50	859.36
Abatements	25,127.52	7,677.55	6,091.94	2,739.90	83.09	375.32
Refunded	<u>14,031.67</u>	<u>7,725.69</u>	<u>6,091.94</u>	<u>2,739.90</u>	<u>-0-</u>	<u>-0-</u>
Balance 6/30/86	<u>14,073.17</u>	<u>6,571.68</u>	<u>8,356.75</u>	<u>7,751.53</u>	<u>3,029.38</u>	<u>16,173.30</u>
Motor Vehicle Excise						
Committed	1,017,127.57	-0-	-0-	-0-	-0-	-0-
Add'l Commitments	-0-	382,196.13	2,957.63	-0-	-0-	-0-
Outstanding 7/85	-0-	111,859.21	28,412.29	17,485.50	177.48	53.00
Collections	845,851.51	456,573.71	11,089.01	1,187.95	88.99	1,562.53
Abatements	48,881.73	26,240.44	1,569.23	17,274.11	-0-	-0-
Refunded	5,954.62	16,591.17	1,033.89	53.29	-0-	-0-
Rescinded Abatements	<u>-0-</u>	<u>-0-</u>	<u>-0-</u>	<u>272.79</u>	<u>88.99</u>	<u>1,562.53</u>
Balance 6/30/86	<u>128,348.95</u>	<u>27,832.36</u>	<u>19,745.57</u>	<u>(- 650.48)</u>	<u>177.48</u>	<u>53.00</u>

Board of Assessors

Norman O. Boudreau, *Chairman*
Barbara A. Flanagan
Charles J. Stella

Value of Real Estate	
January 1, 1986	\$853,560,500.00
Value of Personal Property	
January 1, 1986	\$ 35,075,614.00
Total Value January 1, 1986	\$888,636,114.00
Total Value January 1, 1985	\$832,936,375.00

TOTAL LEVY FOR FISCAL YEAR 1987

Town	\$ 27,724,555.54
State & County	\$ 278,930.00
Overlay of Current Year	\$ 520,913.40
Gross Amount to be Raised	\$ 29,999,224.24
Total Estimated Receipts and Available Funds	\$ 14,892,463.44
Net Amount to be Raised on Property	
Personal Property	
1986	\$ 762,196.51
Real Estate	
1986	\$ 14,344,564.31
Total Taxes Levied on Property	
1986	\$ 15,106,760.82
Water & Sewer Liens Added to Taxes	
1986	\$ 189,435.03

MOTOR VEHICLE RATE \$25.00

MOTOR VEHICLE AND TRAILER EXCISE

Amount of Warrants to Collector	\$ 1,264,752.97
FY '86 TAX RATE: \$15.30 Residential	
\$21.73 Commercial	

Auditor's Report

In accordance with the provisions of the General Laws, I herewith submit my annual report covering the financial transactions of the town for fiscal year ending June 30, 1986.

My sincere thanks to those who have assisted me.

Following is a detailed accounting of all receipts, expenditures and other pertinent data for your inspection.

Additional information will be furnished upon request.

Receipts — 1985-1986

From the collector:

Prior	
Personal	989.86
1986	
Spec. Acct.	550.00
Real	12,359,923.81
Personal	725,842.86
1985	
Real	380,853.32
Personal	8,651.11

1984	
Real	3,576.57
Personal	271.50
1983	
Personal	951.58
	13,481,610.61

Excise

1986	845,851.51
1985	456,559.71
1984	11,089.01
1983	1,187.95
1982	88.99
1981	35.02
1980	329.45
1979	219.45
Prior	984.23
	1,316,345.32

Trailer Parks	9,828.00
Municipal Liens	28,350.00
Int. Deferred Taxes	69,259.12
Collector Fees	96,889.81
Abatements not refunded	10.05
	204,336.98

Water & Sewer

Rates	1,490,901.01
1986 — Liens	87,883.60
1985 — Liens	13,155.40
Service	352.17
	1,592,292.18

Licenses & Permits

Building	114,264.30
Misc. Building	24,278.75
Wire	39,603.56
Gas/Plumbing	15,609.00
Sewer Service Entry	3,510.00
Selectmen	3,583.00
Liquor License	43,188.00
Bd. of Health	14,305.75
Fire	10,175.30
	268,517.66

Reimbursements from the County

Dog Care Refund	1,038.96
Dog Misc.	2,700.00
	3,738.96

From the State

Veterans	39,957.89
Loss of Taxes	187,552.00
Elderly Exemption	26,381.44
Police Incentive	59,250.00
	313,141.33

From the Commonwealth

Library Additional Aid	7,141.00
School Lunch	123,280.66
Sch. Aid Chapter 70	4,533,122.00
Sch. Bldg. Assistance	462,244.48
Chap. #90 Rd.	
Reconstruction	187,331.21
Chapter #71	288,996.00
Andover & No. St.	
Reimb. DEQE	16,236.64
D.P.W.	420.12
Comm. of Mass-Reimb.	
H. Gloria	43,949.00

State Aid Public Library	12,317.50		Int. Water Main	9,639.76	
Local Aid Add. Assistance	1,115,485.00		Int. Rd. Reconst. Chap.		
Lottery/Beano	674,308.00		#637	12,257.96	
Highway Fund	108,969.00		Art. #7 New Rd.		
Aid to M.D.C. Comm.	63,220.00		Reconstruction-Bond	52,843.00	
C.S. Residential Sped	17,339.00		Int.	6.24	
Reimb. Water			Sewer Premium Interest	75,497.99	
Flouridation	3,650.00		Mat. C.D. Water		
Alternative Energy Prog.	4,000.00		Treatment	200,000.00	
Highway Reconst. &			Int.	1,229.16	
Maint.	103,984.00				1,759,223.17
Council Fund Jr. High	1,330.00		Cold Water Meter-Bond	360,000.00	
Dewing	6,010.00		Water Meter Art. #12		
Heath Brook	5,550.00		Bond	142,800.00	
North Street	4,090.00		Highway Reimb. Loan	1,400,000.00	
Trahan School	3,730.00		Premium	946.00	
Leak Detection DEQ	12,890.35		New Bldg. Remodeling		
Elderly Grant	4,826.00		Anti. Loan	265,000.00	
		7,804,419.96	Anti. Serial New Water		
Grants & Gifts			Supply	2,042,400.00	
Pre. Sch. Lang. 240-157	21,747.00		EPA Well Cont. Anti		
Sped. Yth. Adv.	18,620.00		Loan Chap. #44	167,187.00	
Special Needs	5,250.00		Bonds Bldg. Repair	265,000.00	
Chapter I ECIA	14,413.00		Phase I Water Meter		
Title I Chapter I	72,527.00		Temp Loan	360,000.00	
Voc. Ed. Guidance	13,046.00		Water Main Bond		
Arts Lottery	11,993.00		Andover & No. St.	560,450.00	
Prog. for Gifted Children	1,047.00		Phase II Water Meter		
EESA Title II	2,373.00		Temp Loan	142,800.00	
Professional Dev. Chap.			Water Loan Premium	544.40	
#188	93,178.00		Accrued Interest	6,206.89	
Educational Dev. Chap.			Water Loan Accrued Int.	6,603.23	
#188	34,700.00		Anti. Loan Fire Truck	300,000.00	
Spec. Nds 200-273	15,189.00		Premiums	2,685.85	
P.L. 97-35	17,688.00		Art. #1 Const. & Des.		
941-42 Syt. Wd. Team	64,763.00		Water Sup-Bond	7,085,000.00	
Pre Sch Lang 240-277	53,389.00		Bond-Fire Truck	150,000.00	
		439,923.00			13,257,623.37
Departmental			Selectmen		
Treasurer			Hearing	900.00	
Tax Title Redemption	97,289.44		Misc.	2,302.16	
Red. Cert.	468.00				3,202.16
Red. Interest	19,060.65		Assessor		
Land Court Cost	5,027.68		Sale of Maps	2,100.00	
Tax Anti. Note	17,000,000.00				2,100.00
Premium	6,418.67		Bd. of Appeals		
Tax Poss.	2,003.53		Hearings	30,200.00	
Trust Funds	15,284.00				30,200.00
Selectmen Charge	300.00		Town Clerk		
Pro Forma Tax	305.97		Fees	26,023.60	
Excess Low Value					26,023.60
Land Sale	12,659.17		Planning Board		
T.T. Use Occupancy	21.00		Spec. Eng. Fees	13,351.89	
Loss of Taxes	2,120.00		Spec. Eng. Fees New	23,559.33	
		17,160,958.11	Hearings	3,587.62	
Treasurer-Collector			Int. So. Tewks. Const.	5.99	
Int. Treas./Coll. Cash/			Int. So. Tewks. Rehab.	29.58	
Savings	444,724.59		Fees & Misc.	2,815.00	
Mat. Repo. Treasurer	400,000.00				43,349.41
Mat. Repo. Int.	2,563.77		Building Department		
Andover & No. St.			Maps & Prints	16.00	
Temp. Loan	560,450.00		Misc.	1,770.00	
Mat. Repo. Int.	10.70				1,786.00

Sealer			Miscellaneous		
Fees	761.00	761.00	Veterans Benefit	5,556.75	
Dog Control			Sundry Department	75,579.21	
Fines	1,512.00	1,512.00	Tewks. Housing Authority	8,333.57	
Police Department			Charges for Insufficient		
Misc. Reports	10,176.00		Funds	175.00	
Court Fines	111,934.46		Arts Lottery Interest	433.80	
Pistol Permits	1,478.00		Land Court	589.99	
Special Detail	383,115.00		250th Cash & Int.	7,435.80	
Special Detail Cost	6,585.45		Jury Duty	4,230.00	
Misc.	497.88		Insurance Recovery	9,012.00	
Police Rental	1,375.00	515,161.79			111,346.12
Ambulance	27,310.62		Deductions		
Fire Special Detail	452.75		Retirement	741,716.22	
Misc. & Advertising	583.00		Federal	2,267,205.52	
Water Inst. Material	27,915.88		State	694,381.78	
Maps & Prints	364.00		Employees Insurance	408,679.22	
Charges Water Main	37,902.67		Savings Bond	12,736.99	
Title I Comm. Dev. EDA	414.97		Credit Union	1,615,432.94	
Int. Comm. Dev.	252.65		United Fund	1,681.50	
Sewer Conn. & Appli.	140,040.00		Tax Sheltered Ann	216,263.33	
"Y" Connection	7,200.00		Blue Cross Trust	2,112.98	
Pvt. Contr./Eng. Review	11,579.27		Dog Licenses	2,374.00	
Bid Bond Guard Rail	375.00		Sporting Licenses	10,198.00	
Sale of Scrap Metal	156.85				5,972,782.48
DPW - Misc.	240.00				
R.K. Ahern-Security			Expenditures — 1985-1986		
Deposit	500.00		Selectmen		
Security Deposit-BSA	500.00		Salaries		111,508.24
Insp. And. St. Water Main	3,000.00		Supplies & Service	3,670.04	
12" Water Main/Highwd Assoc.	2,500.00		Personnel Expense	316.00	
Bid Deposit Joseph Polito	25.00		Meetings/Dues	2,647.76	
Wang-Sewer Conn. Fee/			Reports & Warrants	16,538.80	
Meter Serv.	60,000.00	321,312.66	Audit Consultant	13,800.00	36,972.60
School			Outlay		
Misc.	10,132.28		Typewriter		1,000.00
Lunch Account	313,747.33		Negotiator/Consultant		13,905.00
Bands & Athletic	32,765.88		Retirement - R. Aubert		6,838.00
Sale & Rental Supplies	87.67		Town Counsel		33,250.00
Text Book	1,832.65		Street Lights		109,249.90
Salaries Account	2,096.00		Unemployment Compensation		20,368.12
Center School Rental	37,482.16		Repairs to Building-Temporary Loans		400,000.00
Foster School Rental	10,802.16		Art. #2 Remodeling & Reconst. Town Bldgs.		152,764.10
Ella Fleming Rental	7,412.22		Auditor		
Adult Ed. Revolving	630.00	416,988.35	Salaries		55,204.10
Conservation			Office	1,040.69	
Hearing	950.00	950.00	Utilities	120.00	1,160.69
Income			Treasurer-Collector		
Pay Phone	717.51		Salaries		161,377.73
Nutr. Ctr. Rental	1,510.00		Office	29,823.17	
Bugbee Library Gift	5,000.00		Utilities	649.00	
Franchise Cable T.V.	2,482.50		Maintenance	188.00	
T.T. Advertising	180.32		Supplies & Service	445.25	
Water Dept. N.E. Concrete			Personnel Expense	231.56	
Rental	15,252.80		Tax Bills	2,665.48	
M & M Snack Bar Rental	370.00		Collector CAAP		
Insurance	134.17	25,647.30	System	15,374.02	49,376.48
			Outlay — Equipment		971.00

Assessors			Town Hall		
Salaries		84,429.61	Salaries		28,755.93
Office	1,221.79		Utilities	16,788.34	
Utilities	375.00		Supplies & Service	9,133.66	
Maintenance	88.00				25,922.00
Supplies & Service	24,875.30		Outlay - Water Heater		244.00
Personnel Expense	1,906.00		Police Department		
Consultant	1,465.00		Salaries		
		29,931.09	Regular	804,913.39	
Outlay - Computer Printer		528.00	Steno	14,658.82	
			Nighttime	5,162.00	
Town Clerk			Part Time	8,539.10	
Salaries		57,878.99	Janitor	2,277.28	
Office	1,621.59		Longevity	64,729.41	
Utilities	582.51		Overtime	95,509.77	
Maintenance	76.70		Vacation	90,104.02	
Printing	6,034.28		Incentive	125,211.26	
		8,315.08	Sick-Occupation	3,373.68	
Town Clerk Art. #32			Sick-Non-Occupation	40,995.75	
Computer System		16,998.72	Crossing Guards	15,704.00	
Election Officials			Holiday	28,390.51	
Salaries		7,441.75	Fingerprint/Photo.	1,575.00	
Registrars					1,301,143.99
Salaries		1,850.00	Police Special Detail		383,115.00
Office	2,659.42		Police Escrow 1983-84-Flynn		17,236.87
		2,659.42	Retirement-M. Manley		12,355.22
Parking Clerk Phase II		1,625.12	Police Escrow 1984-85-Flynn		30,962.00
Moderator			Police Department		
Salaries		500.00	Office	8,890.61	
Operating	76.00		Utilities	15,362.39	
		76.00	Maintenance	11,127.50	
Census Account Art. #18		4908.90	Supplies & Service	6,965.46	
State Reimbursement 1985 Census		1,566.34	Personnel Expense	11,303.75	
Board of Appeals					53,649.71
Salaries		6,535.48	Outlay		
Supplies & Service	6,440.03		Cruisers	40,424.00	
Petty Cash	250.00		Installed Radio	200.00	
		6,690.03	Portables	2,558.00	
Planning Board			Mobil	2,395.00	
Salaries		42,907.58	Car	1,400.00	
Office	598.50		Cruisers (Transfer)	11,485.00	
Utilities	979.99		Merlin System	5,443.98	
Supplies & Service	1,439.11		Portables	4,426.00	
Professional Services	311.75				68,331.98
Adversiting/Printing	703.72		Police Cruiser Repair		2,905.20
Travel	1,062.60		Monitoring System		9,954.05
		5,095.67	Fire Department		
Outlay			Salaries		
Memory Typewriter		3,690.00	Regular	869,081.41	
Special Engineering		11,344.05	Steno	17,456.86	
Special Engineering New		24,425.62	Longevity	84,717.90	
Art. #39 Northern Area			Overtime	221,529.52	
Middlesex Comm.		6,564.07	Vacation	78,642.39	
HUD - Administration		2,490.08	Incentive	45,772.34	
HUD - Construction		347.74	Sick-Occupation	103,014.71	
Finance Committee			Sick-Non-Occupation	30,392.29	
Salaries		249.42	Terminal Leave	31,145.02	
Supplies & Service	96.12		Holiday	30,809.77	
		96.12			1,512,562.21
Personnel Board			Fire Special Detail		452.75
Salaries		2,245.16	Office	888.13	
Public Hearing Ads	22.90		Utilities	22,317.22	
		22.90			

Maintenance	6,556.91		Mental Health Association	8,500.00
Supplies & Service	9,205.12			
Personnel Expense	13,479.99	52,447.37	Department of Public Works	
			Salaries	
Outlay			Highway	289,755.94
Hose	930.00		Tree/Park	103,319.03
Ambulance	44,995.00		Water	186,358.00
Typewriter	895.00		Administration	84,314.53
Calculator	175.00		Sr. Engineer	29,850.30
		46,995.00		693,597.80
Apparatus Pump		149,996.00	Office	14,744.24
			Utilities	142,057.55
Dog Officer			Maintenance	9,373.29
Salaries		19,744.53	Supplies & Service	96,568.20
Office	262.93		Medical	1,580.75
Utilities	2,877.06		Annual Well Insp.	650.00
Maint.	592.09		Well Testing Quality	1,950.00
Supplies & Service	1,651.20	5,383.28	Youth Center	7,645.56
				274,569.59
Civil Defense			Sewer Coordinator - Salaries	22,706.25
Salaries		565.00		
Maintenance	986.89		Department of Public Works	
Supplies & Service	134.66	1,121.55	Outlay	
			Rotary Mower	5,288.00
Outlay			Typewriter	709.00
Quartz Fixtures	178.74		Hydraulic Press	2,500.00
Quartz Lamps	126.64		Lawnmower	288.00
Fans	216.54		Chain Saw	497.00
Battery	311.00		Plow Frames	2,583.10
Maint.	46.00		Radio	739.00
Gas Can	6.99	885.91	Computer	3,849.90
			Gas Pumps	3,675.00
Auxiliary Police			Vacuum Cleaner	159.00
Dues & Insurance	112.00		5 Ton Dump Truck	38,556.88
Misc.	1,626.95	1,738.95	Sander	6,150.00
				64,994.88
Weights & Measures			Chap. #286 Groundwater Cont./	
Salaries		1,205.00	Inv. Wells 8-12	54,890.21
Operating		522.00	Ant. of State Reimb. Well Cont. Inv. Loan	111,458.00
Building Department			Tree Work/Outside Contract	1,200.00
Salaries		56,968.45	Water/Sewer Maint. Tools	1,821.49
Art. #5 STM		324.00	Nursery Stock	342.23
Office	2,696.95		Security Dep. DPW Facility	
Utilities	785.23		Park Gift B.S.A.	500.00
Personnel Expense	1,441.40	4,923.58	Outside Water/Sewer Billing 85-86	26,628.70
			Irish American Social Club Dep.-Reimb.	500.00
Board of Health			Machinery Account	
Salaries		55,995.12	Parts	21,455.02
Plumb. Insp.-Sal			Oil	2,722.46
1984-1985		3,288.00	Supplies/Materials	9,718.86
1985-1986		2,688.00	Batteries	1,422.16
Office	2,413.97		Tires & Tubes	7,210.27
Utilities	1,669.62		Stickers	278.00
Supplies & Service	3,593.40		Outside Repair/Labor	2,040.75
Personnel - Expense	1,379.89	9,056.88	Grease	150.00
				44,997.52
Outlay			Highwood Assoc./Met Life 12" Water Main	1,640.31
Telephone Ans. Serv.	159.97			
File Cabinet	150.00	309.97	Hurricane Gloria - Emergency Deficit	
			Rental	2,750.00
Bd. of Health - Fox Bite	902.00		Machinery	3,776.78
Rubbish Disposal			DPW - Salaries	8,972.16
Rubbish	569,855.76		Electrical Repairs	144.00
Tippings	1,116.24			15,642.94
Reserve	1,012.65	571,984.65		

Snow/Ice Control			And. St. Pumping Sta.	616.37	
Weather Services	1,045.00		East St. Pumping Sta.	4,238.72	9,031.22
Advertising	152.00				
Payroll - Overtime	65,894.44		Outside Electrical		4,500.00
Salt/Sand	71,915.68		Reconditioning Wells Art. #2		
Extra Help	2,832.83		STM-5/9/84	479.55	
Hired Equipment	41,948.75		Bid Bond Account	375.00	
Snow Plow Damages	1,150.00		Test Wells & Monitor Wells	7,650.00	
Supplies & Materials	1,626.14	186,564.84	Andover St./No. St. Main	5,651.07	
			Andover St./No. St. Main		
Gas Diesel Fuel Account			Temp Loans	1,120,900.00	
Gas	59,000.22		DPW-Highway Reimb. Rd. Resurfacing		
Taxes	1,069.87		Temp. Loans	1,400,000.00	
Diesel Fuel	7,337.68	67,407.77	Water Meter Loan	720,000.00	
			Water Meter Program — Temp. Loan	285,600.00	
Guarantee Deposit			Water Meter Program		
Supplies & Materials	20,975.22		Payroll	1,548.00	
Refunds	300.00	21,275.22	Installation of Meters	8,750.55	
			Outside Repair	96.40	
Outside Water Billing 1984/85		6,000.00	Rentals	150.00	
			Supplies & Service	3,475.03	
Drainage Control Account			Cost of Bonds	4,284.18	18,304.16
Gravel	5,555.50				
Manhole Caps	750.00		Leak Detection Equipment Art. #17	2,050.00	
Riser/Plates	660.00		Leak Detection Survey Art. #19	1,362.50	
Brick/Block	2,056.35		Private Contractors Conn. &		
Hot top	2,288.00		Construction	7,038.25	
Equipment Rental	3,840.00		Imp./Equip. Playing Field Liv. St.		
RCP Pipe	4,718.80		Art #19	24,926.14	
Loam	100.00	19,968.65	EDA Grant Comm. Dev. - Title I	11,898.44	
		35,773.00	Medical Bills K. Ryan Art#22 ATM	9,266.18	
Road Resurfacing			Des./Constr. of Water Supply Facilities		
Rd. Reconstr. Art. #7			1-21 - '84 Art. #1	648,392.67	
STM 11/14/84		7,035.72	Design/Const. of Water Supply Facilities		
Old Stage Coach Rd. - Main		7,654.04	1/21/85 Art. #1 - Spec. Acct.	287,215.10	
Rd. Resurfacing Project Art. 11					
STM-12-12-83		635,743.62	Veterans Services		
			Salaries	35,951.60	
Safety Sign Account			Adm.		
Sign Material	3,239.40		Office	554.33	
Outside Labor	1,270.00		Utilities	795.39	
Parts & Caps	1,561.59		Dues	55.00	
Outside Installation	1,875.00	7,945.99	Travel	238.80	
			Seminars	112.00	1,755.52
Overhead Traffic Signals Art. #18		3,960.42			
			Veterans Services - Aid		
Purchase Water			Relief List	20,641.80	
Andover Water	162,361.62		Insurance	7,186.66	
Essex Corp.	852.81		Utilities	5.75	
Lowell Water	148,407.18		Doctors/Hospital	4,473.05	
Billerica Water	52,251.74		Pharmacy	10,224.47	
Lowell Water Clark Rd.	1,046.65		Dentist	401.00	
Wilmington Water	15,080.00	380,000.00	Maintenance	700.00	43,632.73
DPW - Outlay Fin Comm.			1984-85 School Salary Account		296,464.96
Transfer-Well 4 & 5 Pumps		7,496.46	1985-86 School Salary Account		
			Instruction & Admin.	7,504,341.68	
Sewer & Well Project			Clerical	278,000.10	
Wells 2 & 4	1,344.65		Custodial/Maintenance	629,067.51	
12-14	1,233.30		Attendance	4,153.39	
Electrical #15	968.00				
Electrical	215.00				
Florence Ave.	415.18				

Other Salary Items	51,262.05		Professional Dev. Chapter #188	93,176.22
Health Services	98,108.00		Chap. #188 Educational Improvements	33,483.00
		8,564,932.73	Vocational Education Act. (98-524)	
School Operating 1980-81		19,351.29	FY 1986	12,979.25
1985-86 School Operating Account			Chapter I 1985-86	82,977.29
Administration	64,303.01		Chapter I	1,445.09
Instruction	384,922.92		Sped Yth Adv. #240-158-5-0295-2	15,543.01
Transportation-Regular	531,724.14		Pre Sch Lang #240-157-5-0295-2	16,612.70
Transportation-Special			Pre Sch Lang #240-277-6-0295-2	90,721.29
Intown	75,394.17		Occupational Grant #400-061-5	3,286.28
Transportation-Private	187,012.84		Spec. Nds. Teach. #200-106-5-0295-2	2,020.92
Transportation-Student			Spec. Neds. Teach. #200-273-6-0295-2	21,804.90
Body Act.	28,028.81		Computer Application #380-215-5-0295-2	1,254.96
Student Body Activities	29,878.36		Syt. Wd. Team. - #240-276-6-0295-2	45,781.45
Health	2,380.57		Comm. Inservice Inst. #380-052-6-0295-2	688.85
Heating	316,860.09		Regional Vocational H.S.	1,017,304.00
Utilities	224,928.43		P.L. 98-377 EESA Title II	2,373.00
Custodial Supplies	28,744.49		ECIA Chap. #2 Ed. Cons. & Imp.	14,404.86
Maintenance Repairs	58,231.19		ECIA of 1981 Chap. #2 Ed. Cons.	
Contracted Services	231,442.71		Imp. Act '86	82.94
Repl. of Instr. & Non-			Secondary School Bldg. Comm.	188.46
Inst. Equip.	51,119.68		Library	
Programs with other			Salaries	112,386.38
Districts	486,718.44		Office	2,241.44
Grounds	9,080.00		Utilities	12,881.67
		2,710,769.85	Maintenance	1,999.13
School Operating 1984-85		18,053.94	Supplies & Service	32,201.40
School Capital Outlay		39,596.56	Personnel Expense	74.88
School Lunch Account				49,398.52
Utilities	793.83		Library-Automation Project	14,732.51
Salaries	252,210.92		Library - Fairgrieve Fund	15,284.00
Postage/Office	206.65		Town Historian Art. #35	500.00
Food/Milk	210,423.31		Recreation	
Supplies	23,197.96		Salaries	5,001.98
Exterm.	611.00		Boys Basketball	1,275.19
Maint. & Equip. Rental	4,558.81		Girls Basketball	958.80
Meetings & Travel	2,864.22		Bowling	1,250.00
		494,866.70	Custodian	655.44
Center School Rental		29,488.20	Equipment Cleaning	1,908.00
1985-86 Adult Education Program		420.00	Figure Skating	1,785.00
Center Sch. Rental-Miceli Dance Studio		5,530.09	Office Supplies	608.36
1985-86 Doug. A. Thom Clinic Rental			P.W. Cheerleading	796.37
Center		6,584.37	P.W. Football	4,465.38
Foster School Rental		9,731.28	Soccer	2,208.40
Ella Fleming Rental		7,708.99	Girls Softball	2,850.20
Athletic Revolving and Band Expenditures			Tennis	222.40
Graduation	3,777.68		Transportation	4,738.89
Awards/Plaques/			Youth Baseball	12,805.50
Trophies	7,613.46		Youth Hockey	14,250.00
Student Insurance	3,200.00		Exceptional Children	
Tickets/Printing	1,365.72		Salaries	7,540.15
Contracted Services	1,354.05		Insurance	170.00
Lodging	1,054.74		Supplies	748.33
Equipment	3,472.18		Pool Rental	335.00
Supplies	8,936.58		Transportation	6,030.00
Dues	20.00		Winter Program	126.95
Transportation	324.00			7,410.28
Police Supervision	254.50		Conservation	
Cleaning	816.00		Salaries	5,089.04
Conferences	356.69		Office	874.07
Class Play	710.00		Patriotic Activities	9,500.00
		33,255.61	Arts Lottery	8,110.43
			Arts Lottery-Adm. Cost	90.45
			250th Anniversary	535.00

REVENUE SHARING EXPENDITURES — 1985-1986

Police		
Salaries		
Regular	89,193.85	
Steno	1,297.24	
Nighttime	773.00	
Part Time	1,401.58	
Janitor	253.04	
Longevity	7,424.12	
Overtime	28,343.50	
Vacation	10,577.57	
Incentive	14,102.96	
Sick Non Occupation	4,030.17	
Holiday	20,045.40	
Fingerprint/Photography	1,500.00	
		178,942.43
Fire Department		
Regular	99,893.17	
Steno	2,120.92	
Longevity	10,172.74	
Overtime	10,050.85	
Vacation	8,060.04	
Incentive	5,920.26	
Sick Occup.	14,002.98	
Sick Non-Occup.	6,875.19	
Holiday	34,292.54	
Terminal Leave	828.60	
		192,217.29
Ed. of Health - Rubbish Disposal		31,899.00
Department of Public Works		
Salaries		
Highway	85,139.83	
Tree/Park	29,165.26	
Water	45,935.23	
Administration	24,244.20	
Sr. Engineer	7,762.12	
		192,246.64
Employee Life Ins. (Town Share)		529.20
Revenue Sharing Invested		5,581,634.23
Total		<u>6,177,468.79</u>
Cash Balance June 30, 1986		626,897.61
Journal Entries		<u>94,129.66</u>
		6,898,496.06

SEWER PROGRAM RECEIPTS — 1985-1986

Temporary Loans Anti	
Federal & State Grant	4,000,000.00
Andover St. Temporary Loan	
Anti State Reimb.	244,000.00
Andover St. Temporary Loan	
Anti of Bonding	390,000.00
Andover St. Bonding	390,000.00
Phase II Comm. of Mass. Reimb.	711,282.00
Phase II Temporary Loan	
Anti Bonding	850,000.00
Phase II Bonding	2,000,000.00

Phase III Temporary Loan	
Anti Bonding	630,000.00
Phase III Bonding	3,400,000.00
Total	<u>12,615,282.00</u>
Cash Balance July 1, 1985	734,950.65
Accounts Payable	<u>71.91</u>
	13,350,304.56

SEWER PROGRAM EXPENDITURES — 1985-1986

Sewer Phase III Invested	2,250,000.00
Sewer Project Acct.	4,125,053.50
Andover St. State Reimb. Acct.	275.50
Andover St.-Tambone Corp. Gift. Acct.	29.84
Andover St. Temp. Loan Anti of State	
Reimbursement	11,366.32
Andover St.-Temporary Loan	244,000.00
Andover St.-Temporary Loan	
Bond Anticipation	780,000.00
Phase III Sewer	1,934,762.46
Phase II Temporary Loans	
Bond Anticipation	1,200,000.00
Phase III Sewer Acct.	373,959.69
Phase III Temporary Loans	
Bond Anticipation	945,000.00
Total	<u>11,864,447.31</u>
Cash Balance June 30, 1986	<u>1,485,857.25</u>
	13,350,304.56

**BALANCE SHEET — JUNE 30, 1986
REVENUE**

Cash:	6,765,961.43
Cash Invested:	5,700,000.00
Petty Cash Advances:	
Collector	75.00
Planning Board	50.00
Appeals Board	150.00
School Dept.	50.00
	325.00
Accounts Receivable:	
Taxes:	
Levy of 1970	
Personal	72.00
Levy of 1971	
Personal	182.00
Levy of 1972	
Personal	463.01
Levy of 1973	
Personal	2,369.92
Levy of 1974-6 Months	
Personal	937.28
Levy of 1974-1975	
Personal	1,874.56
Levy of 1975-1976	
Personal	735.80
Levy of 1976-1977	
Personal	1,957.13

Levy of 1977-1978			Veterans Service - Salaries	.20	
Personal	1,708.29		Exceptional Children - Salary	.15	
Levy of 1978-1979			Snow & Ice Control	85,557.84	
Personal	1,701.54		Temporary Loans - Interest	329,832.20	415,671.83
Real	3.97				
Levy of 1979-1980			Sundry Court Judgements:		2,798.06
Personal	1,770.50		Overlay - 1970		360.00
Levy of 1980-1981			School - Public Law Grants:		
Personal	2,306.72		System Wide Team Chairperson	3,766.45	
Real	48.18		Pre School Elementary		
Levy of 1981-1982			Language	14,584.29	
Personal	3,029.15		Special Needs Teaching		
Levy of 1982-1983			Improvements	6,615.90	
Personal	7,781.20		Chapter 1	10,450.29	35,416.93
Levy of 1983-1984					
Personal	8,356.75		Center School - Miceli Rental:		530.09
Real	2,651.82		Loans Authorized:		3,000.00
Levy of 1984-1985					15,187,030.95
Personal	6,571.68				
Real	537.00				
Levy of 1985-1986					
Personal	14,073.17				
Real	410,237.07				
		469,368.74			
Motor Vehicle Excise					
1979	86.04		Cash:		
1981	14.00		Accounts Payable		752,003.39
1982	177.48		Payroll Deductions:		
1984	19,745.59		Retirement	6.21	
1985	27,832.31		Federal Tax	10,954.22	
1986	128,348.95		State Tax	3,536.84	
		176,204.37	Employees Insurance	49,114.85	
Tax Title & Possessions:			Blue Cross Trust Fund	39,758.92	
Tax Title	655,024.20		Credit Union	6,432.72	
Tax Possessions	70,971.24		Savings Bond	647.52	
		725,995.44	United Fund	1,503.75	
Accounts Receivable:			Tax Sheltered Annuities	50,403.06	162,358.09
Veterans Benefits	34,266.61				
Ambulance Service	56,935.23		Real - 1981-'82		2,156.61
Highway - State	186,369.91		Real - 1982-'83		3,908.93
Highway - County	22,200.88		Tax Collector - Refunds not Refunded:		218.68
Sabbatical Leave	6,200.00		Excess Low Value Land Sales:		33,545.91
		305,972.63	Sale of Town Owned Land:		26,105.00
Water Liens:			Water & Sewer Rates - A/R		135,132.18
1981-1982	1,733.55		Dog Licenses - Clerk		1,424.70
1982-1983	42.00		Overlay Reserved for Abatements:		
1983-1984	85.00		1971	182.00	
1984-1985	450.50		1972	463.01	
1985-1986	5,464.71		1973 & 6 Mos.	3,354.56	
Misc. Service	6,019.03		1974-'75	1,874.56	
		13,794.79	1975-'76	795.00	
Sporting Licenses - Clerk		837.25	1976-'77	2,201.49	
Underestimated Assessments:			1977-'78	1,858.29	
Special Education - 766	5,958.00		1978-'79	1,867.51	
Regional Transit-Lowell	87.00		1979-'80	1,919.00	
Parking Surcharge	230.00		1980-'81	24,093.13	
		6,275.00	1981-'82	133,460.04	
Revenue 1986-1987 - S.T.M.		443,182.00	1982-'83	37,422.53	
Water Revenue (Collections			1983-'84	255,864.57	
w/o Commitments		121,337.39	1984-'85	207,285.04	
Underestimated Appropriation:			1985-'86	88,631.62	761,272.35
Selectmen - Salaries	192.40				
Conservation - Salaries	89.04				

Overlay Surplus:	33,581.30
Revenue Reserved Until Collected:	
Motor Vehicle Excise	176,204.37
Veterans Benefits	34,266.61
Tax Title & Possessions	725,995.44
Ambulance Service	56,935.23
Maternity Leave	6,200.00
Highway	208,570.79
	1,208,172.44
Excess & Deficiency:	1,940,110.30
Netty Cash Advances:	325.00
Balances Carried Forward:	
Unemployment Compensation	5,476.88
Reconst. Town Owned Bldg.	180,677.15
Electmen Salaries 1987	5,903.00
Town Manager - Salaries 1987	30,000.00
Town Manager - Oper. 1987	2,000.00
Auditor - Salaries 1987	2,856.00
Treas./Collector - Sal. 1986	4,535.30
Treas./Collector - Sal. 1987	12,782.00
Assessors - Salaries 1987	4,250.00
Town Clerk - Parking Phase II	2,374.88
State Census Reimb. Acct.	7,909.66
Town Clerk - Salaries 1987	4,192.00
Planning Bd. Spec. Eng.	4,973.10
Planning Bd. New Eng.	4,973.18
Planning Bd. River Park	1,650.00
Planning Bd. - Salaries 1987	2,909.00
Bd. of Appeals - Salaries 1987	422.00
Personnel Bd. - Salaries 1987	184.00
Town Hall - Salaries 1987	2,091.00
Police - Salaries 1987	135,159.00
Police - Salaries 1987	173.00
Police - Salaries 1987	669.00
Fire - Salaries 1987	113,021.00
Fire - Salaries 1987	7,068.00
Dog Control - Salaries 1987	1,420.00
Civil Defense - Salaries 1987	44.00
Dealer of Weights - Sal. 1987	86.00
Bldg. Insp. - Escrow Acct.	165.00
Bldg. Insp. - Salaries 1987	3,065.00
Bldg. Insp. - Salaries 1987	1,196.00
Bd. of Health - Sal. 1987	2,899.00
Bd. of Health - Sal. 1987	1,181.00
Chapter 732, Art. #59	
A/T/M '83	76,462.21
Chapter 637 - Rd. Reconst.	182,333.51
Chapter 811 - Rd. Reconst.	106,277.00
Comm. of Mass. Reimb.	
Temp. Loan	81,054.21
Rd. Reconst. & Repair	45,807.28
Comm. of Mass. - Leak	
Detection	12,890.35
HUD - Grant Community Dev.	3,453.63
Water Guarantee Deposit	9,070.41
Guarantee Deposit - Inc. Jobs	2,768.00
Well Contamination Inv.	838.79
Andover & No. Sts. Main	161,688.00
Water Supply Connection	20,270.03
Reconditioning Well &	
Pump Sys.	10,812.34
Well Testing	15,000.00
Water Line - Andover St.	15,000.00

Insp. Service Highwood Assoc.	3,859.69
Water Meter Program	11,228.86
Design & Const. Water Supply	
Facilities	62,784.90
Design & Const. Water	
Supply Facilities	6,086,607.33
Old Stage Coach Rd. - Main	1,135.46
Overhead Signal Lights	6,039.58
North Street Soccer Field	20,000.00
Imp. Livingston St. Park	73.86
Sewer Const. & Eng. Review	9,574.74
Sewer-Private Connections "Y"	7,200.00
Irish Am. Society - Gift	500.00
Security Deposit - Ahern	500.00
Hurricane Gloria	28,306.06
Dept. of Public Works	
Salaries '87	1,220.00
Dept. of Public Works	
Salaries '87	64,486.00
Veterans Services Salaries '87	1,288.00
Veterans Services Salaries '87	1,325.00
School Salaries 1986	174,745.58
School Lunch	115,238.70
Computer Application	15.84
P.L. 482 Occup. Ed.	573.23
E.C.I.A. Chapter 2 Educ.	8.14
Professional Development	
Chap. 188	1.78
Educational Improvement	1,217.00
P.L. 98-524 Voc. Ed. Guidance	66.75
Program for Gifted Children	358.15
Public Law 97-35	17,688.00
Athletic & Band	28,917.55
Textbook Acct.	5,294.06
Adult Ed. Chap. 71 Sec. 71E	2,036.08
Sec. Sch. Bldg. Comm.	5,127.15
Imp. High School Field	12,213.30
Center School Rental	462.82
School Rental - Thom Clinic	65.63
Foster School Rental	8,301.41
Ella Fleming Sch. Rental	7,270.96
School Council Funds:	
Jr. High	1,330.00
Dewing School	6,010.00
Heath Brook School	5,550.00
North St. School	4,090.00
Trahan School	3,730.00
Aid to Public Library	12,317.50
County Dog Refund	1,038.96
Library - Salaries '87	1,910.00
Library - Salaries '87	5,860.00
Exceptional Children	
Salaries '87	571.00
Council on Aging - Grant	3,875.83
Council on Aging - Salaries	1,026.00
Community Action - Sal. '87	1,650.00
Conservation - Salaries '87	410.00
Prepare & Print Open Space	
Plan	1,866.00
Arts Lottery Grants	10,211.78
Arts Lottery Adm.	796.54
Tailings	8,276.40
Tax Anticipation Loans	2,000,000.00
Tax Taking & Foreclosurer	17,113.04

Police Station Repairs	56.91
Bus Service Subsidy '87	28,000.00
Medical Bills - K. Ryan	6,659.50
	10,098,111.98
Loans Authorized - Unissued	3,000.00
Bond Anti Note - Temp Loan	3,000.00
County Tax Assessment:	22,604.09
	15,187,030.95

BALANCE SHEET
SEWER PROJECT — JUNE 30, 1986
REVENUE

Cash:	1,485,857.24
Cash Invested:	2,250,000.00
	3,735,857.25

BALANCE SHEET
REVENUE SHARING — JUNE 30, 1986
REVENUE

Cash:	626,897.61
	626,897.61

BALANCE SHEET
REVENUE SHARING — JUNE 30, 1986
LIABILITIES & RESERVE

Cash - Accounts Payable:	117,433.55
Grant Account:	509,464.06
	626,897.61

BALANCE SHEET
SEWER PROJECT — JUNE 30, 1986
LIABILITIES & RESERVE

Unexpended Balances Carried Forward:	
Sewer Project	213,715.73
Sewer Const. & Design	
Phase 2	496,029.30
Sewer Const. & Design	
Phase 3	3,026,040.31
	3,735,785.34
Cash - Accounts Payable:	71.91
	3,735,857.25

Appropriation Recapitulation

Accounts	Available	Transfers & Expended	Balance	Deficit
Selectmen — Salaries	117,415.84	117,608.24		192.40
Selectmen — Terminal Leave	6,838.00	6838.00	—	
Codman Co. Gift - Repairs	2,000.00	2,000.00	—	
Selectmen — Oper.	38,544.00	38,543.60	.40	
Selectmen — Outlay	1,000.00	1,000.00	—	
Town Counsel	35,000.00	35,000.00	—	
Negotiator/Consultant	14,155.00	14,155.00	—	
Street Lighting	115,000.00	114,999.90	.10	
Unemployment Compensation	35,000.00	29,523.12	5,476.88	
Reconst. Town Owned Bldg.	333,441.25	152,764.10	180,677.15	
Loans Authorized - Buildings	65,000.00	65,000.00	—	
Loans Authorized - Unissued	65,000.00	65,000.00	—	
Bond Anti Loan	65,000.00	65,000.00	—	
Loans Authorized - Buildings	200,000.00	200,000.00	—	
Bond Anti. Loans	400,000.00	400,000.00	—	
Water Purification Grant	2,355.00	2,355.00	—	
Selectmen - Salary - Art. 7	5,903.00	—	5,903.00	
Town Manager - Art. 10	30,000.00	—	30,000.00	
Town Manager - Art. 11	2,000.00	—	2,000.00	
Auditor - Salaries	58,626.00	57,914.10	711.90	
Auditor - Oper.	1,220.00	1,216.69	3.31	
Auditor - Outlay	150.00	150.00	—	
Auditor - Salaries '87	2,856.00	—	2,856.00	
Treasurer/Collector - Salary	172,358.00	165,980.21	6,377.79	
Treasurer/Collector - Oper.	49,376.48	49,376.48	—	
Treasurer/Collector - Outlay	1,000.00	971.00	29.00	
Treasurer/Collector - Sal. '87	12,782.00	—	12,782.00	
Assessors - Salaries	84,480.00	84,429.61	50.39	
Assessors - Oper.	35,875.00	35,874.09	.91	
Assessors - Outlay 1985	66.62	66.62	—	

Accounts	Available	Transfers & Expended	Balance	Deficit
Assessors - Outlay 1986	528.00	528.00	—	
Assessors - Salaries 1987	4,250.00	—	4,250.00	
Town Clerk - Salaries	57,879.00	57,878.99	.01	
Town Clerk - Oper.	12,550.00	11,837.08	712.92	
Town Clerk - Parking	4,000.00	1,625.12	2,374.88	
Town Clerk - Census 1985	4,910.50	4,908.90	1.60	
State Census - Reimb.	18,476.00	1,566.34	16,909.66	
Town Clerk - Salaries 1987	4,192.00	—	4,192.00	
Computer System	17,000.00	16,998.72	1.28	
Election Officials - Salary	7,800.00	7,791.75	8.25	
Registrars - Salaries	1,850.00	1,850.00	—	
Registrars - Oper.	3,200.00	2,912.42	287.58	
Planning Bd. - Salaries	45,600.72	45,106.58	494.14	
Planning Bd. - Oper.	5,450.00	5,338.67	111.33	
Planning Bd. - Outlay	3,690.00	3,690.00	—	
Planning Bd. - Spec. Eng.	19,782.52	14,809.42	4,973.10	
Planning Bd. - New Eng.	25,933.43	20,960.25	4,973.18	
Planning Bd. - River Park	1,650.00	—	1,650.00	
HUD Housing Adm.	2,490.08	2,490.08	—	
HUD Housing Const.	347.74	347.74	—	
No. Middlesex Area Comm.	6,564.07	6,564.07	—	
Planning Bd. - Salary 1987	2,909.00	—	2,909.00	
Moderator - Salaries	500.00	500.00	—	
Moderator - Oper.	100.00	76.00	24.00	
Appeals - Salaries	6,960.00	6,755.48	204.52	
Appeals - Oper.	7,200.00	6,840.03	359.97	
Appeals - Salaries 1987	422.00	—	422.00	
Personnel Bd. - Salaries	2,367.00	2,363.16	3.84	
Personnal Bd. - Oper.	260.00	22.90	237.10	
Personnal Bd. - Salary 1987	184.00	—	184.00	
Finance Comm. - Salaries	1,200.00	309.42	890.58	
Finance Comm. - Oper.	750.00	134.12	615.88	
Town Hall - Salaries	30,194.00	30,193.93	.07	
Town Hall - Oper.	27,097.00	27,097.00	—	
Town Hall - Outlay	244.00	244.00	—	
Town Hall - Salary 1987	2,091.00	—	2,091.00	
Police - Salaries	1,329,735.95	1,327,850.99	1,884.96	
Police - Manley	12,596.00	12,355.22	240.78	
Police - Extra Duty	383,115.00	383,115.00	—	
Police - Oper.	56,815.00	56,490.71	324.29	
Police - Outlay	68,662.00	68,331.98	330.02	
Out of State - Travel	100.00	—	100.00	
Police - Monitoring System	10,000.00	9,954.05	45.95	
Cruiser Repair - Ins.	2,905.20	2,905.20	—	
Police - Salaries 1987	135,159.00	—	135,159.00	
Police - Salaries 1987	173.00	—	173.00	
Police - Salaries 1987	669.00	—	669.00	
Fire - Salaries	1,570,190.00	1,570,184.21	5.79	
Fire - Terminal Leave	9,000.00	—	9,000.00	
Fire Special Detail	452.75	452.75	—	
Fire - Oper.	54,980.00	54,972.37	7.63	
Fire - Outlay	47,000.00	46,995.00	5.00	
Fire Truck - Temp Loan	150,000.00	149,996.00	4.00	
Loans Authorized - Fire Truck	150,000.00	150,000.00	—	
Loans Authorized - Unissued	150,000.00	150,000.00	—	
Bond Anti Loan - Truck	300,000.00	300,000.00	—	
Fire - Salaries 1987	113,021.00	—	113,021.00	
Fire - Salaries 1987	7,068.00	—	7,068.00	
Dog Control - Salaries	26,116.92	26,109.53	7.39	
Dog Control - Oper.	5,500.00	5,383.28	116.72	
Dog Control - Salaries 1987	1,420.00	—	1,420.00	

Accounts	Available	Transfers & Expended	Balance	Deficit
Auxiliary Police	1,851.00	1,831.95	19.05	
Civil Defense - Salaries	595.00	595.00	—	
Civil Defense - Oper.	1,180.01	1,179.55	.46	
Civil Defense - Outlay	890.00	885.91	4.09	
Civil Defense - Salary 1987	44.00	—	44.00	
Weights & Measures - Salary	1,268.00	1,268.00	—	
Weights & Measures - Oper.	550.00	550.00	—	
Weights & Measures - 1987	86.00	—	86.00	
Bldg. Insp. - Salaries	62,315.00	60,408.45	1,906.55	
Bldg. Insp. - Oper.	5,265.00	5,171.58	93.42	
Bldg. Insp. - Escrow	165.00	—	165.00	
Bldg. Insp. - Salary Art. 5	324.00	324.00	—	
Bldg. Insp. - Salary 1987	3,065.00	—	3,065.00	
Bldg. Insp. - Salary 1987	1,196.00	—	1,196.00	
Health - Salaries	58,776.00	58,745.12	30.88	
Plumbing Insp. - Salary 1985	3,500.00	3,288.00	212.00	
Plumbing Insp. - Salary	3,000.00	2,688.00	312.00	
Health - Oper.	21,000.00	20,556.88	443.12	
Health - Outlay	350.00	309.97	40.03	
Health - Vaccine	902.00	902.00	—	
Rubbish Disposal	921,697.65	921,697.25	—	
Mental Health Assoc.	8,500.00	8,500.00	—	
Health - Salaries 1987	2,899.00	—	2,899.00	
Health - Salaries 1987	1,181.00	—	1,181.00	
Dept. of Public Works - Salaries	693,598.00	693,597.80	.20	
Sewer Coordinator - Salary	25,056.00	22,706.25	2,349.75	
Dept. of Public Works - Oper.	293,665.00	274,569.59	19,095.41	
Dept. of Public Works - Outlay	65,000.00	64,994.88	5.12	
DPW Emerg. Outlay - Pumps	10,000.00	7,496.40	2,503.60	
Chap. 732 - Whipple Rd.	76,462.21	—	76,462.21	
Chap. 637 - Grant	182,333.51	—	182,333.51	
Chap. 811 - Grant	106,277.00	—	106,277.00	
Road Resurfacing - Temp. Loan	635,743.62	635,743.62	—	
Temp. Loan - Road Resurfacing	1,400,000.00	1,400,000.00	—	
Comm. of Mass. Reimb. on Temp. Loan	81,054.21	—	81,054.21	
Rd. Reconst. & Repair	52,843.00	7,035.72	45,807.28	
Loans Authorized - Rd. Repairs	52,843.00	52,843.00	—	
Loans Authorized-Unissued - Rd. Repairs	52,843.00	52,843.00	—	
Water Leak & Main				
Rehabilitation - Art. 19	1,376.50	1,362.50	14.00	
Detection Reimbursement	12,890.35	—	12,890.35	
Leak Detection Equipment	2,050.00	2,050.00	—	
Community Development - Title I	11,914.50	11,898.44	16.06	
HUD - Grant	3,453.63	—	3,453.63	
Snow & Ice Control	101,007.00	186,564.84		85,557.84
Snow & Ice Control -1984-85	76,314.31*	76,314.31	—	
Machinery - Oper.	45,000.00	44,997.52	2.48	
Drainage Control	30,000.00	29,968.65	31.35	
Road Resurfacing Program	40,000.00	40,000.00	—	
Water Guarantee Deposit	30,345.63	21,275.22	9,070.41	
Water Guarantee Deposit				
Incomplete Jobs	2,768.00	—	2,768.00	
Water & Sewer Billing	29,000.00	26,628.70	2,371.30	
Water Billing - 1984-85	6,000.00	6,000.00	—	
Well Contamination Investigation				
Chap. 286 - Temp. Loan	55,729.00	54,890.21	838.79	
Temp. Loan in Anticipation of				
State Reimb. - Well Investigation	167,187.00	167,187.00	—	
Well Testing 1-15	7,000.00	—	7,000.00	

*Deficit

Accounts	Available	Transfers & Expended	Balance	Deficit
Well Testing 8-12	10,000.00	7,650.00	2,350.00	
Loans Authorized-Andover & North St. Main	560,450.00	560,450.00	—	
Temp. Loan - Andover & No. Sts.	1,120,900.00	1,120,900.00	—	
Comm. of Mass. - Andover & No. Sts.				
Reimbursements	167,339.07	5,651.07	161,688.00	
Water Supply Connection to Lowell and Andover	20,270.03	—	20,270.03	
Reconditioning Wells & Pump Station Systems	11,291.89	479.55	10,812.34	
Well Testing	15,000.00	—	15,000.00	
Sewer & Well Project	50,000.00	43,031.22	6968.78	
Waterline - Digital Gift	15,000.00	—	15,000.00	
Inspection Service - Highwood Assoc.	5,500.00	1,640.31	3,859.69	
Loans Authorized - Water Meter Prog.				
12-12-83 Art. 12	360,000.00	360,000.00	—	
Bond Anti. - Temporary Loan	720,000.00	720,000.00	—	
Water Meter Prog. 11-14-84 Art. 12	29,533.02	18,304.16	11,228.86	
Loans Authorized - Water Meter Program				
11-14-84 Art. 12	142,800.00	142,800.00	—	
Bond Anti. - Temporary Loan	285,600.00	285,600.00	—	
Water Supply Facilities Special Acct. 1-21-85	350,000.00	287,215.10	62,784.90	
Water Supply Facilities - Art. 1 - 1-21-85	6,735,000.00	648,392.67	6,086,607.33	
Loans Authorized - Water Supply Facilities	7,085,000.00	7,088,000.00	3,000.00	
Loans Authorized - Unissued				
Water Supply Facilities	6,738,000.00	6,735,000.00	3,000.00	
Bond Anticipation - Temp. Loan				
Water Supply Facilities	2,392,400.00	2,389,400.00	3,000.00	
Water Purchase	400,000.00	400,000.00	—	
Lowell Sewer Acct.	70,000.00	70,000.00	—	
Lowell Sewer - 1985	30,000.00	—	30,000.00	
Old Stage Coach Rd. Main	8,789.50	7,654.04	1,135.46	
Gas & Diesel Fuel	80,000.00	79,407.77	592.23	
Outside Electrical Work	4,500.00	4,500.00	—	
Safety Sign Acct.	8,000.00	7,945.99	54.01	
Forestry - Private Contractors	5,000.00	1,200.00	3,800.00	
Water & Sewer Tools	2,500.00	1,821.49	678.51	
Nursery Stock	500.00	342.23	157.77	
Overhead Signal Lights	10,000.00	3,960.42	6,039.58	
North St. Soccer Field	20,000.00	—	20,000.00	
Livingston St. Park	85,000.00	84,926.14	73.86	
Sewer - Const. & Eng. Review	16,612.99	7,038.25	9,574.74	
Private Connections "Y" Vacant Lots				
Contr. - 12-15	7,200.00	—	7,200.00	
Security Deposit - Irish Am. Club	500.00	500.00	—	
Irish Am. Club - Gift	500.00	—	500.00	
Security Deposit - Boy Scouts	500.00	500.00	—	
Security Deposit - Ahern Co.	500.00	—	500.00	
Comm. of Mass. Reimbursement				
Hurricane Gloria	43,949.00	15,642.94	28,306.06	
Hurricane - Emerg. Deficit	10,400.77	10,400.77	—	
Hurricane - Machinery Oper.	3,776.78	3,776.78	—	
Hurricane - DPW Salaries	1,465.39	1,465.39	—	
DPW - Salaries 1987	1,220.00	—	1,220.00	
DPW - Salaries 1987	64,486.00	—	64,486.00	
Veterans Service - Salaries	35,951.40	35,951.60		.20
Veterans Service - Adm.	2,540.00	1,755.52	784.48	
Veterans Service - Aid	51,082.00	47,982.73	3,099.27	
Veterans Service - Aid 1985	6,494.26	6,494.26*	—	
Veterans Service - Sal. 1987	1,288.00	—	1,288.00	
Veterans Service - Sal. 1987	1,325.00	—	1,325.00	

*Deficit

Accounts	Available	Transfers & Expended	Balance	Deficit
School - Salaries	9,437,890.00	9,263,144.42	174,745.58	
School - Salaries 1985	316,124.98	296,464.96	19,660.02	
School - Oper.	2,929,515.85	2,929,515.85	—	
School - Oper. 1985	18,098.54	18,053.94	44.60	
School - Oper. 1981	19,351.29	19,351.29	—	
School - Outlay	41,610.00	41,577.56	32.44	
School - Lunch	610,105.40	494,866.70	115,238.70	
P.L. 95-561-4B	131.28	—	131.28	
Computer Application 380-215	1,270.80	1,254.96	15.84	
Chapter 2 ECIA 1985	83.00	82.94	.06	
Public Law 98-337 EESA	2,373.00	2,373.00	—	
Public Law 94-142 System Wide Team				
Chairperson	92,773.00	96,539.45		3,766.45
Public Law 94-482 Occup. Educ.	3,859.51	3,286.28	573.23	
ECIA Chapter 2	14,413.00	14,404.86	8.14	
P.L. 94-142 Pre Sch. Language				
Development 1985	21,747.00	21,747.00	—	
P.L. 94-142 Pre Sch. Language Development	104,147.00	118,731.29		14,584.29
P.L. 94-142 Special Youth Advisor Program	18,620.00	18,620.00	—	
P.L. 89-313 Special Needs Teaching				
Improvements 1985	5,250.00	5,250.00	—	
P.L. 89-313 Special Needs Teaching				
Improvements	15,189.00	21,804.90		6,615.90
Professional Development - Chap. 188	34,700.00	33,483.00	1,217.00	
Chapter 1 - 1985	1,445.09	1,445.09	—	
Chapter 1	72,527.00	82,977.29		10,450.29
P.L. 98-524 Vocational Educ.	13,046.00	12,979.25	66.75	
Program for Gifted Children	1,047.00	688.85	358.15	
Chapter 1	17,688.00	—	17,688.00	
Regional Voc. High School	1,017,304.00	1,017,304.00	—	
Athletic & Band	62,173.16	33,255.61	28,917.55	
Textbook Account	5,294.06	—	5,294.06	
Adult Educ. Revolving Acct.	2,456.08	420.00	2,036.08	
Secondary School Bldg. Comm.	5,315.61	188.46	5,127.15	
High School Field - Improve.	12,213.30	—	12,213.30	
School - Plans & Spec. for Roof	20,000.00	20,000.00	—	
Center School - Rental	29,951.02	29,488.20	462.82	
Center School - Rental - Miceli	5,000.00	5,530.09		530.09
Center School - Rental - Thom Clinic	6,650.00	6,584.37	65.63	
Foster School - Rental	18,032.69	9,731.28	8,301.41	
Ella Fleming School - Rental	14,979.95	7,708.99	7,270.96	
Council Funds - Jr. High	1,330.00	—	1,330.00	
Council Funds - Dewing School	6,010.00	—	6,010.00	
Council Funds - Heath Brook School	5,550.00	—	5,550.00	
Council Funds - No. Street School	4,090.00	—	4,090.00	
Council Funds - Trahan School	3,730.00	—	3,730.00	
Library - Salaries	116,717.00	116,386.38	330.62	
Library - Oper.	49,400.46	49,398.52	1.94	
Library - Automation	24,480.00	24,020.51	459.49	
Fairgrieve Memorial Fund	15,284.00	15,284.00	—	
Aid to Public Libraries - 1985	12,317.50	12,317.50	—	
Aid to Public Libraries - 1987	12,317.50	—	12,317.50	
County Dog Refund	1,051.96	1,051.96	—	
County Dog Refund 1987	1,038.96	—	1,038.96	
Bugbee Gift	5,000.00	5,000.00	—	
Library - Salaries 1987	1,910.00	—	1,910.00	
Library - Salaries 1987	5,860.00	—	5,860.00	
Recreation - Salaries	5,200.00	5,001.98	198.02	
Recreation - Oper.	54,071.00	53,741.93	329.07	
Exceptional Children - Salary	7,937.00	7,937.15		.15
Exceptional Children - Oper.	9,720.00	7,896.28	1,823.72	

Accounts	Available	Transfers & Expended	Balance	Deficit
Exceptional Children - Salary 1987	571.00		—	571.00
Council on Aging - Salaries	16,591.00	15,894.61	696.39	
Council on Aging - Oper.	17,000.00	16,994.67	5.33	
Council on Aging - Janitor	5,500.00	5,500.00	—	
Merr. Valley Home Care	1,600.00	1,600.00	—	
Council on Aging - Grant	4,826.00	950.17	3,875.83	
Council on Aging - Salaries 1987	1,026.00	—	1,026.00	
Community Action - Salaries	24,985.00	24,965.38	19.62	
Community Action - Oper.	1,445.00	1,184.97	260.03	
Community Action - Salaries 1987	1,650.00	—	1,650.00	
Conservation - Salaries	5,200.00	5,289.04		89.04
Conservation - Oper.	1,000.00	924.07	75.93	
Conservation - Salaries 1987	410.00	—	410.00	
Open Space & Recreation Plan	1,866.00	—	1,866.00	
Patriotic Activ. Comm.	10,000.00	10,000.00	—	
Town Historian - Art. 35	500.00	500.00	—	
Arts Lottery Grants	18,921.86	8,710.08	10,211.78	
Arts Lottery - Adm.	981.39	184.85	796.54	
250th Celebration Comm.	671.96	535.00	136.96	
250th Anniversary - Trust	6,909.35	6,909.35	—	
Municipal Bldg. Comm. - Outlay	3,945.00	3,945.00	—	
Tailings	8,351.40	75.00	8,276.40	
Tax Anticipation Loans	17,000,000.00	15,000,000.00	2,000,000.00	
Tax Taking & Foreclosurer	61,759.00	44,645.96	17,113.04	
Fire & Liability Insurance	228,000.00	227,964.50	35.50	
Police Station - Art. 14	5,000.00	4,943.09	56.91	
Volunteer Aids Transportation	1,500.00	1,500.00	—	
Bus Service	24,000.00	24,000.00	—	
Bus Service - 1987	28,000.00	—	28,000.00	
Medical Bills - K. Ryan	15,925.68	9,266.18	6,659.50	
Medical Bills - D. Ryan	2,678.00	2,678.00	—	
Unpaid Bills - Art. 23	136,329.35	135,206.15	1,123.20	
Unpaid Bills - Art. 2 S/T/M	36,736.38	36,593.88	142.50	
Unpaid Bills - Art. 4 S/T/M	26,297.86	26,297.86	—	
Unpaid Bills - Art. 7 S/T/M	99.61	99.61	—	
Sundry Court Judgements	136,000.00	136,712.39		712.39
Sundry Court Judgements	—	2,085.67		2,085.67
Reserve Fund	100,000.00	100,000.00	—	
Cemeteries	1,400.00	1,400.00	—	
Maturing Debt	1,190,000.00	1,190,000.00	—	
Maturing Debt - Interest	1,719,375.00	1,716,252.50	3,122.50	
Temporary Loans - Interest	200,000.00	529,832.20		329,832.20
Revenue Sharing				
Police - Salaries	192,251.00	178,942.43	13,308.57	
Police - Salaries 1985	30,962.00	30,962.00	—	
Police - Salaries - 1984	17,236.87	17,236.87	—	
Fire - Salaries	192,251.00	192,217.29	33.71	
Dept. of Public Works - Salaries	192,251.00	192,246.64	4.36	
Bd. of Health - Rubbish Disposal	31,899.00	31,899.00	—	
Town Share - Insurance	70,000.00	46,459.99	23,540.01	

Employee Earnings

Name of Employee	Base Salary Incl. Longevity	Overtime	Annual Gross Salary
Norma Doherty			6,037.00
William Granfield			20,291.00
Loretta Miggos			18,601.00
George Nuttall			5,258.00
George Nawn, Sr.			1,562.00
George Mello			555.00
Patricia Hennessy			7,362.00
Jeremiah Delaney			7,955.00
Philip Souza			145.00
Karen Hennessy			314.00
Linda R. Brabant			15,570.82
Patricia Hennessy			5,720.00
Kathleen O'Brien			3,149.00
William McMenimen			29,084.43
Virginia Coviello			17,990.53
Joan Dunlevy			466.60
John T. Lu			400.00
Robert Rauseo			266.64
James Manley			1,008.19
Warren Brothers			347.73
David Sargent			10,160.12
Linda Roy			3,222.62
Richard Masker			160.00
Mary Casazza			16,924.87
Eleanor Donovan			467.68
Donna Gill			2,270.52
Theresa Gillette			7,323.77
Barbara Hague			13,647.26
Doris Harding			18,170.81
Grazella Hudson			10,270.78
Priscilla Hurton			710.60
Elizabeth Johnson			10,594.71
Ellen Keefe			4,830.12
Patricia Qua			17,679.18
Laura Romano			633.08
Marian Snook			3,218.73
Patricia Stotik			2,480.64
David Sullivan			27,732.58
Helen Warren			20,203.18
Kathleen Collins			15,377.10
Elizabeth Carey			26,527.46
Linda Austin			325.72
Nancy Boyle			169.85
M. Yvonne Crowley			99.06
Rachel DeSilva			310.08
Elisabeth Demarais			28,544.19
Mary Gaffney			10,140.16
John Grenda			6,120.93
Elinor Haines			10,781.47
Maureen Kelley			12,748.02
Susan Levy			161.50
Christine Livingston			9,415.56
Mary McLaughlin			2,559.75
Jean Mann			13,847.55
Frances Moore			20,492.55
Elizabeth Sheehan			25.84
Rosemary Sullivan			428.83
George Abodeely			37,591.14
John Anderson			21,159.89
Robert E. Anderson			6,976.46
Eleanor Antonelli			15,819.46

Name of Employee	Base Salary Incl. Longevity	Overtime	Annual Gross Salary
Florence Antonuk			10,229.77
Delores Barlow			10,181.44
David S. Beattie			3,708.00
Henry A. Benson			15,794.37
Priscilla Betses			37,590.90
William J. Bomil			22,045.87
William J. Bomil Jr.			3,476.00
Patricia Boucher			12,433.85
Bernard Boudreu			22,332.00
Edward Brabant			528.00
Pauline A. Brooks			3,950.00
Theresa D. Brown			15,919.50
Albert D. Bucknam			11,824.12
Josephine C. Campo			21,460.64
Vincent G. Campo			100.00
William Carlson			24,078.42
William J. Carrigg			60.00
John T. Cleary			2,016.00
Rose M. Cochran			675.80
Judith Colman			15,682.35
Marylou Conroy			3,672.36
Mary Correia			189.00
Joseph Crotty			37,591.14
William P. Cuskey Jr.			22,452.14
Micheline DeAngelis			33,129.74
William DeGregorio			43,857.68
William J. DeGregorio			984.00
John B. Dey			7,662.89
Dorothy Doherty			12,343.88
Frank Dombrowski			22,617.48
Anne Duncan			21,460.64
Jeremy Duncan			1,240.00
Steven Duncan			3,158.00
Beverly Erlandson			15,919.50
Richard F. Fallon Sr.			16,262.22
Edward J. Farley			48,875.05
John R. Fowler			90.00
June Fowler			9,551.68
Colleen Gallo			3,713.50
Dorothy Gendall			18,985.97
Joseph Paul George			28,226.03
Thomas M. Gilbride			22,696.57
Eric D. Gordon			4,539.09
William A. Gorman			14,644.42
David Greene			19,154.59
Richard E. Griffin			43,147.68
Sandra J. Hesketh			4,131.83
Charles Johnston Jr.			5,584.82
Joanne Kearns			16,097.99
Eugene Kelly			19,449.97
Oudom Khamvongsa			517.50
William M. Krzesinski			987.00
Gary Lafortune			1,831.79
Barbara M. Lambert			1,757.15
Katherine T. Lambert			1,790.25
Edmund J. Lawlor			280.00
Claire J. Lebel			588.00
Harvey C. Leighton			16,552.21
Dorothy Lightfoot			1,011.70
Thomas W. Lovett			35,022.07
Marianne Ludvino			1,250.94

Name of Employee	Base Salary Incl. Longevity	Overtime	Annual Gross Salary	Name of Employee	Base Salary Incl. Longevity	Overtime	Annual Gross Salary
Bruce Alan MacDonald			19,630.46	James T. Auten			28,855.25
Mary Maguire			15,919.50	Cynthia L. Ayer			19,677.84
Ruth Maher			12,343.88	Norma Jean Aylward			4,798.32
Eileen Mahoney			2,882.26	Robert W. Aylward			39,594.75
Norman Marble			37,591.14	Gary Ballou			2,359.00
Louis E. Marion Jr.			21,922.45	Sandra Barnett			25,275.27
Daniel J. Martin			14,205.18	Cornelius J. Barry			2,359.00
Daniel N. Martin			2,098.50	Donald R. Barry			28,848.53
Kerry M. Martin			1,344.00	Lawrence J. Basteri, Jr.			25,619.39
Joseph F. McCann			21,342.81	Cathyann Beattie			16,353.16
Austin R. McCormack			1,157.50	Mary A. Beattie			460.00
Lawrence McGowan			15,364.08	Linda Beaulieu			5,325.82
Robert A. Michak			675.00	Elinor Beloin			6,967.65
Paul F. Moran			9,930.81	Susan Berberian			19,709.35
Ronald W. Mueller			606.00	Frederick P. Bernhardt			20,227.75
Thomas Nawn Jr.			627.50	Joanne Berthel			254.78
Olga Nicholson			197.80	Judith K. Berube			24,941.39
Robert J. Nolan			602.66	Sandra C. Bettencourt			24,157.88
Brooks A. Nyren			7,817.62	Nancy Billings			25,490.27
Joanne O'Brien			54.00	Dale D. Black			26,788.57
William J. Oleson			7,059.50	Elaine E. Blaisdell			20,176.59
Roy Osterberg			16,287.56	Anthony Blandini			25,309.77
Donald C. Page			20,609.27	Roseanne Boghosian			20,725.43
Andre J. Pare			2,147.00	Linda Boucher			29.98
Edward Pelletier			41,571.09	Rita Boudreau			5,796.94
Ernest J. Peterson			15.10	Warren Bowen			30,710.31
John T. Regolino			19,221.70	Kenneth Bowers			29,862.15
Albert J. Ricci			1,326.00	Albert W. Bradley			28,929.67
George T. Rodgers			330.00	Terry Bradley			24.00
Valerie E. Rogers			12,343.88	Arlene Breault			28,375.99
Anthony Romano			37,791.14	John C. Bresnahan, Jr.			28,471.64
Charles Ryan			22,092.15	Carol Kenney Brooks			9,205.30
John Ryan			48,875.05	Deborah Brousseau			18,129.66
Anita Sartori			12,680.49	Judith E. Bruce			20,138.72
Julie A. Savlen			1,280.25	Melanie Buccola			28,338.89
Kurt Schimmelbusch			19,885.03	Joseph P. Buckley			28,716.01
Sivilay Sengpraseuth			1,080.00	Maureen A. Buckley			8,187.16
Ann Sexton			12,343.88	Virginia Bunting			25,303.27
Boualy Sisomphou			480.00	Antoinette Brynes			6,760.65
Arthur Sneed			205.32	Virginia Callahan			28,338.89
Thongphanh Soysangvane			325.00	Louis Carciofi			500.00
Donald Stevens			1,595.00	Gertrude M. Carey			29,339.91
Thomas F. Sullivan Jr.			21,685.11	Margaret E. Carney			2,937.56
Barbara Tanner			23,758.39	Antionietta Cascella			19,262.01
Antonio J. Terenzi			40,371.09	Mary Chappell			21,781.62
Nancy G. Thompson			11,158.39	Nordice Chute			25,289.27
Peter G. Thuillier			4,496.59	Joan Ciambella			25,359.27
Elaine M. Tower			12,451.78	Carlton Clark Jr			28,417.99
Joel A. Trull			23,509.17	John C. Clarke			29,397.16
William Tsimitsos			40,371.09	Maureen Cody			25,298.67
John Weir			40,371.09	Jay Wm Coffey			70.00
Franklin W. Whitcomb			1,716.10	Annamae Coffin			814.00
Steven T. Witham			2,380.00	Bryce L. Collins			31,261.47
John W. Wynn			51,000.12	Cheryl J. Collins			204.00
James O. Zousimas			18,963.82	R. Gilbert Congdon			14,905.56
Cynthia Abate-Upson			20,384.64	Thomas Conlon			29,720.88
Carole Acone Callahan			25,342.02	Kathleen J. Connell			19,774.87
Margaret Adams			19,175.71	Jeanne Connor			160.00
Peter M. Adams			1,234.00	Karla Conway			28,338.89
Charles Allen			29,182.83	Robert E. Cook			2,652.00
John W. Allen			1,608.09	Thomas L. Cooke			600.00
Patricia Allen			28,385.08	Martha Coolidge			120.00
Joan Andella			10,882.46	John P. Corbett			28,546.64
Kim Andella			455.00	Richard Cornell			6,076.52
Ruth Anderson			28,385.22	Jacqueline Cote			504.25
Jason Andrews			29,599.73	Maria Cuesta			763.00
Robert P. Appolloni			24,473.99	Robert K. Cullen			28,990.46
Linda J. Austin			4,338.61	Patricia M. Cushing			8.00

Name of Employee	Base Salary Incl. Longevity	Overtime	Annual Gross Salary
Michael J. Daley			29,485.91
Marlene R. Daly			2,542.04
Sally A. Dancause			1,058.72
Richard Danehy			48.00
Collette G. Davis			1,925.94
Meredith Debow			28,777.75
Robert C. Degaravilla			28,424.89
Joseph Delgrosso			25,881.30
Emily De Mille			91.11
Anne E. Dempsey			22,416.17
Heidi L. Derosa			20,270.25
Laura Ann Diamond			14,071.43
Patricia Dias			25,275.27
Mary Diciaccio			13,417.00
Janice DiPietro			1,735.05
Leo Dirocco			1,234.00
Ann M. Donnelly			3,098.11
John L. Donoghue			28,403.89
Alfred P. Donovan			1,988.00
Martha R. Doukaszewicz			25,168.31
Barbara G. Duarte			25,347.37
Marie C. Dube			13,546.50
Henri A. Dufour			29,118.95
E. Ann Duggan			90.00
Jennifer Dunlevy			204.00
Jacqueline Dupont			25,344.02
Lisamarie Durkin			15,272.16
Judith Ann Dziadosz			3,651.32
George Economou			25,331.77
Cassandra M. Edell			25,275.27
William R. Emerson			500.00
Alma A. Davis			29,398.51
Annina Faraci			28,427.93
Patricia Faro			360.38
David M. Farrell			1,120.00
Nancy Jean Farrey			26,060.18
Mary Feick			4,321.93
Martha A. Feran			3,299.31
Elaine Fiske			25,321.23
Robert Fiske			25,275.27
Judith I. Fitzgerald			33.50
Chester H. Flynn			7,816.50
Dorothy Foley			28,447.58
Catherine Foti			40.00
Marilyn H. Fowler			3,838.84
Leo Frechette			29,613.45
Joan Friedman			28,381.73
Susan Fugere			480.00
Jan H. Fuller			24,555.15
Deidra Gacek			11.00
M. Elizabeth Gaffney			30,836.41
Mary M. Gale			3,522.24
Carole Anne Gallo			19,842.92
Sal J. Gallo			29,339.91
Louis A. Garceau			28,806.26
Eileen F. Gardner			25,775.29
Paul F. Garrity			1,539.00
Frances Gaith			25,513.87
Louise A. Gearty			17,945.48
Stephen J. Germone			29,394.91
Dorothy Gerrard			17,469.33
Lois H. Glencross			1,500.00
Constance Goldsworthy			28,384.19
Alicia Gouveia			2,296.00
Donna Graham			23,054.16
Mary Jayne Gray			28,832.71
Eileen Griffin			1,364.00
Maureen C. Gropman			29,837.10

Name of Employee	Base Salary Incl. Longevity	Overtime	Annual Gross Salary
Richard Gropman			28,417.39
Sheila Gurry			25,323.35
Linda Hair			28,404.19
Yvonne M. Hall			18,945.62
Gail M. Hamilton			25,275.13
Lisa Hanke			418.00
Bonita Hansberry			20,940.04
Margaret M. Harcourt			25,311.87
Christine Hassan			17,431.11
George Hazel			1,658.00
Gwen Hedrick			25,293.99
Marilyn D. Henderson			30.00
Trudy Hennemuth			63.48
Mary Herlihy			25,298.77
Jean Holmes			7,149.25
Carole Holmy			28,338.89
Judith A. Hopkins			2,010.00
Robert Horgan			28,338.89
Dorothy Hudak			23,990.63
Henry J. Hunter			408.00
Maureen Jackman			25,282.27
Isabel L. Jankelson			28,904.39
August P. Jardin			28,345.69
John F. Jarek			28,457.99
Linda I. Jezek			1,260.00
Ann Johnson			21,107.79
Charlotte P. Johnson			28,025.93
Rebecca Johnson			13,596.80
Jane Juskiewicz			5,621.08
George Kalarites			28,582.80
Marcia A. Kalarites			28,402.01
Maureen Kane			25,275.27
Kaspar Kasparian			26,707.20
James P. Kastritis			28,957.63
Emile Kaufman			479.00
Philip F. Kearney			29,492.24
Barbara A. Keefe			5,084.43
Mary Louise Keenan			26,042.15
Carol Kelly			1,113.00
Jane A. Kelley			27,571.71
Joan E. Kelley			29,350.91
Sheila Kempler			20,010.15
Mary P. Kennedy			18,757.40
Dianne L. Kelley			5,620.01
Jean B. Kyser			3,866.51
Arlene King			29,583.51
Pauline J. King			25,808.04
William Kirwin			27,872.88
Christine Kiss			28,538.87
Diane Marie Klotz			90.00
Ann L. Knower			29,535.91
Kathleen Knowles			520.00
Gail Knowlton			63.48
Patricia Koravos			26,476.44
Christos Koumantzelis			30,002.23
Iris Koumantzelis			25,336.18
Joanna Krainski			29,452.63
Patricia A. Krol			25,553.07
Barbara E. Krueger			21.50
Elizabeth Kyle			29,351.41
Charles J. Labella			500.00
Susan LaChance			3,720.11
Mary Laffey			26,172.59
Alexander Lambroukos			13,656.12
Susan Lamotte			25,359.27
Patricia Lannon			25,320.77
Marion E. Larson			58.00
Joseph A. LeProhon			29,468.41

Name of Employee	Base Salary Incl. Longevity	Overtime	Annual Gross Salary	Name of Employee	Base Salary Incl. Longevity	Overtime	Annual Gross Salary
Nancy T. Larose			28,338.69	Mary Murray			29,666.61
Nancy Laws			25,275.27	Joseph Musumeci			22,044.47
Frederick Leahy			30,064.95	Lorraine Nastek			25,726.38
Henry Lebensbaum			19,499.07	Mary A. Nawn			5,011.67
Donna Lecam			29,277.77	Thomas Nawn			31,556.78
Alfred Leclair			28,416.28	Carlene Neumann			28,777.75
James L. Leclair			29,740.20	Diane C. Norton			10,143.01
Alice Leduc			16,711.95	Linda Novelli			29,471.91
Catherine Brimer			25,275.27	Felipe P. Novo			2,047.50
Steven Levine			30,217.38	Philip Nyren			19,426.59
Paula Levis			24,698.37	Brenda A. OBrien			25,330.55
Ernest J. Lightfoot			2,355.00	Daniel G. OBrien			25,286.27
Patricia A. Lightfoot			5,527.51	Marilyn P. O'Brien			31,283.47
Barbara Lino			1,960.00	Norris O'Brien			29,892.03
Sharlene Locker			27,759.40	Ann OHara			25,275.27
Judith E. Lodi			838.22	Robert OKeefe			5,978.59
Wade Longley			28,988.25	Sandra Oliva			256.66
Raymond Loosen			28,703.32	Jean Olsen			2,063.60
Mark Lucey			5,375.13	Richard Olsen			9,259.65
Janice Lunn			28,777.75	Teresa O'Neill			12.78
Pamela Lussier			8,231.43	Cynthia A. Onoroski			28,540.94
James W. Lutz Jr.			49.00	Glenn W. Osterman			28,367.40
Anita Macdonald			32,881.29	Thomas O'Toole			5,866.40
Robert Macdougall			32,534.00	Richard Otis			28,563.39
Walter Mackey			29,330.41	Timothy J. Otis			20,149.31
Thomas J. Madden			6,804.56	Angela M. Packard			17,180.04
Rosamond E. Malatesta			9,251.30	Stephanie Paglavlas			25,172.31
Linda Malone			19,343.25	Elizabeth F. Papik			28,440.14
Robert B. Maloney			28,338.89	Anna Marie Pappalardo			206.10
Anne Maloy			25,377.29	Andrew Pappathan			28,338.89
John Maloy			29,027.63	Jean M. Parady			30.00
James Manley II			25,275.27	George Patterson			25,430.95
Mary Manseau			25,331.21	Susan Patterson			25,723.42
Robert L. Manzi			32,394.31	George Paul			29,074.71
Alice Marcotte			25,525.15	Frederick Penza			31,015.43
David Marcus			27,265.16	Mary L. Perkins			43.43
Jennie Marino			19,599.63	John H. Perrault			29,339.91
Patricia M. Marion			6,163.84	Anne Perriello			390.00
Elsa A. Marsh			25,436.92	Ruth Perrin			971.00
Helen Matysczak			6,499.49	Marjorie A. Petalas			28,386.97
Benjamin J. Maxwell			500.00	Roger Pilat			25,298.77
Elaine Maxwell			12,510.68	Anna B. Pinkham			120.00
Kevin McArdle			30,033.67	Claire Piscione			25,331.29
Evelyn D. McCabe			4,177.88	William Piscione			31,076.75
Robert F. McCabe			30,481.89	Hope Place			24,633.77
Anne McDermott			19,489.08	Arthur Poitras			1,200.00
Patricia R. McDonnell			25,317.39	Estate of John Porter			346.38
Alice McEdward			18,934.27	Mary A. Primerano			28,378.61
Dennis W. McGadden			29,754.44	Stephen Prodanas			29,942.13
James K. McGuire			30,447.07	Joseph P. Puopolo			18,166.47
Carolyn A. McLaughlin			25,330.12	Kathryn Quinn			25,275.27
Janet Mary McMahan			3,178.00	Martha Quinn			28,458.67
Maureen McNamara			28,338.89	Elise Racicot			28,338.89
Brenda McWilliams			25,368.53	Lisa Rafin			1,234.00
Robert Melillo			2,360.00	Elinor A. Read			28,338.89
Barbara Mersereau			29,394.91	Claire Reed			25,282.27
Sharon McArdle Milenavich			25,680.85	Frances Renaud-Stephan			31,350.73
Adrienne Moe			150.00	Judith Rhodes			4,912.50
Kathleen Mofield			25,375.77	Gerald Rideout			29,452.91
Therese H. Morin			1,107.08	Maureen Rideout			25,275.27
Mary Louise Morris			26,173.57	Bonnie L. Roberts			25,275.27
Richard Mousseau			28,420.08	Marimargaret Roberts			28,350.14
David Mullen			27,024.29	Carol Rodgers			28,777.75
Elaine Mullen			25,344.16	Daniel Rogacki			25,308.88
Eileen F. Muller			33,910.43	Cathy Ronan			26,536.01
Mildred Mulno			28,607.22	Theresa Ross			19,426.59
Jean Murch			14,085.71	Geraldine Rubico			20,234.40
Madeline Deluca			25,282.27	Marie T. Rubin			30.00

Name of Employee	Base Salary Incl. Longevity	Overtime	Annual Gross Salary
Georgia Ruckledge			28,338.89
Paula A. Rushia			8,789.50
George Ryan			193.40
Joan Ryan			25,275.27
Sandra Jean Ryan			29,400.73
Carol A. St. Germain			20,113.12
Agnes Sacramone			29,181.42
Carol Sagro			29,277.77
Denise Marie Saindon			19,910.59
Shirley Sanford			25,318.27
Elizabeth Santos			25,310.77
Charlotte Sargent			17,945.48
Richard Schadlick			28,420.02
Susan Scofield			8,210.41
Eugene Sdoia			28,839.50
Barry F. Sheehan			26,274.59
Brenda Frazz			25,315.18
Gail Shinberg			29,339.91
Laura A. Siano			270.00
Bill Silliaer			160.00
Gerald Smith			28,818.50
Margaret Smith			5,329.58
Sonya Merian-Soboff			200.00
Gary Solomon			15,533.06
Judith A. Spano-Davis			28,360.69
Rita Stevens			28,902.75
Vasilike J. Stevens			4,421.81
Donald Stewart			33,371.57
Patricia Stratis			23,932.25
Marilyn E. Streeter			22,030.64
Carole Sullivan			28,346.39
Dolores A. Sullivan			28,596.45
Donald Sullivan			29,181.41
Mary L. Sullivan			29,006.07
Rosemary G. Sullivan			4,215.93
Stella F. Sullivan			27,371.71
Evelyn R. Sutherland			201.00
Donna L. Tanner			28,726.90
Diane Tardiff			17,402.47
Patricia Tellier			17,088.11
Betty Ann Themeles			23,917.55
Christine Themeles			25,915.59
Susan Thorne			19,444.84
Janice M. Tibbetts			216.00
Priscilla Titus			28,847.22
Patricia Costigan			20,342.56
William Traveis			30,531.21
Francis Treanor			3,469.41
Scott Tremlett			1,168.00
Mary E. Turcotte			3,744.93
Betty Turner			29,339.91
Barbara Vitalo			25,282.27
Sheila Walsh			25,287.02
Thomas M. Walsh Jr.			21,862.50
Karen Ann Ware			25,332.27
Robert A. Ware			2,053.00
Monica B. Weir			25,300.85
Alfred J. White			31,130.33
Rose M. White			25,289.77
Roger Whittlesey Jr.			31,712.37
Jacqueline Williamson			25,298.02
Warren J. Yaeger			28,763.84
Kenneth Young			30,428.47
Linda Young			3,708.13
Jennie Zantuhos			25,319.53
Paul E. Zarna			3,868.38
Richard Zbieg			27,514.89
Julie M. Zizza			120.00

Name of Employee	Base Salary Incl. Longevity	Overtime	Annual Gross Salary
Town of Tewksbury			1,523.56
Maureen Bedard			2,750.49
Eleanor Bissett			7,834.75
Phyllis Boumel			8,770.23
Lillian J. Britt			21.37
Mary A. Brunelle			68.00
Kathleen M. Buckley			1,499.92
Esther Bump			39.00
Margaret A. Burke			124.00
Anna Casey			2,255.12
Dale C. Damian			956.81
Joan E. Dey			22,835.56
Mary P. Dibella			4,987.68
Ann Diberto			5,593.09
Judy Dickinson			6,179.87
Marie Difabio			6,248.14
Janice Dipietro			1,943.24
Anna B. Dobbin			2,818.02
Linda Dunn			574.74
Sandra C. Ethier			2,425.54
Agnes Fowler			6,392.90
Carole Friedman			6,361.14
Margaret Gilbert			6,427.90
Marilyn W. Gretskey			4,930.68
Judith A. Hanlon			5,876.48
Theresa Harrington			7,679.07
Rochelle Hastings			3,084.77
Martha Kelleher			7,834.75
Nancy Kelly			1,364.00
Sheila Krzesinski			4,840.12
Theresa Lamore			153.18
Christine A. Lindsey			5,296.70
Joan C. Litalien			11,606.33
Diane Lombardi			5,819.44
Alice Macdonald			60.00
Patricia Marcinkewich			1,536.04
Lorraine McPhee			6,913.11
Concetta M. Miranda			5,349.14
Dolores Montecalvo			6,392.90
Rose Moore			7,983.43
Beverly B. Mosher			624.62
Ruth S. Mores			6,894.34
Robert Y. Nadeau			1,470.00
Marie Nolan			6,445.90
Sharon M. Nutile			51.00
Margaret O'Leary			1,944.00
Herta Panepinto			3,232.06
Mildred Patterson			5,576.37
Dorothy Peach			5,954.91
Susan R. Peterson			594.49
Colleen Porter			3,332.89
Ann Reposa			1,993.87
Diane Rawlings			320.62
Jeannine Rheault			2,261.61
Leslie Rizzo			1,092.21
Elizabeth Ryder			5,957.87
Marsha Sawin			450.04
Marsha Scurka			26.12
Mary Ellen Slater			286.18
Barbara Stevens			6,428.70
Louise Suozzo			2,542.37
Joan Sutherby			237.50
Ivane Thibodeau			6,320.52
Marcella Urquhart			6,202.34
Janice M. Woodman			4,377.81
Richard J. Abraham			46.00
Joanne Aldrich			123.00
Richard Alexander			46.00

Name of Employee	Base Salary		Annual Gross Salary	Name of Employee	Base Salary		Annual Gross Salary
	Incl. Longevity	Overtime			Incl. Longevity	Overtime	
rian Allison			25.00	Joseph Gallagher			91.00
m Anderson			41.00	Richard J. Gearin			50.00
red Arakelian			40.00	Kelly A. Gately			70.00
on Balboni			107.00	Leonard J. Gentile			41.00
om Benjamin			25.00	Lenny Genhle			41.00
onald Barnfield			41.00	George Garabedian			27.00
avid Axelrod			122.00	Robert E. Germain Jr.			56.00
oy Ballard			50.00	Janet Gillis			54.00
runk Barbagallo			123.00	Frank Gomez			25.00
iana Barnes			54.00	Jim Gilpatrick			128.00
ave Berman			41.00	Robert J. Gleason			10.00
ichard Bernier			100.00	Eileen Griffin			30.00
William Barrett			41.00	Thomas P. Crumbly			25.00
erald G. Bordeleau Jr.			25.00	Thomas Grumbly			62.50
George Bossi			66.50	John A. Guanci			41.00
eff Blonder			84.00	Neil Guerra			24.00
Albert P. Blanchette			50.00	David J. Gwiazda			75.00
Richard Boucher			25.00	Paula Haines			55.00
ill Boutilier			40.00	Norm Ham			238.00
Paul Breault			108.00	Dennis E. Hansbury			66.00
on Browder Jr.			100.00	Roger Hardy Sr.			29.00
Richard J. Buccchino			41.00	Kenneth R. Hart			25.00
hanning Burns			25.00	Don Higgins			121.00
Robert Byers			43.00	Thomas Humphreys			41.00
ohn C. Burns			46.00	Gary Hunt			123.00
Vayne Buyers			41.00	Shawn Hutcheon			50.00
arry Cahill			82.00	Walter A. Janicki			80.00
Marianne Cameron			41.00	James Johnson			25.00
Robert T. Carlson			41.00	John Jones			41.00
David J. Carr			41.00	Larry Kelleher			50.00
Michael Cedorchuck			37.50	Bob Kenney			27.00
erald Chiarelli			40.00	David Kenney			135.00
arard L. Christofells			60.00	George N. Klesaris			41.00
Villiam H. Claffey			46.00	Jae Ko			44.00
am Colangelo			52.50	George Koach			41.00
haron A. Colangelo			72.00	Richard Kopycinski			100.00
Laren Collins			65.00	Richard Lapierre			40.00
ran Connolly			41.00	Wendy Latta			60.00
Stephen P. Connolly			93.50	William E. Lekas			189.00
Alfred J. Consentino			41.00	John Lightfoot			280.00
Valter Conway			41.00	Henry Lisien			25.00
Chris Copeland			36.00	Jennifer Looney			54.00
Cathy Cresta			24.00	David Magee			82.00
Dennis Cullen			46.00	Tim Mahoney			41.00
Robert Cunio			40.00	James Malone			48.00
Maura Dartley			1,036.00	George Manekas			86.00
Joseph Derosa			46.00	Henry Marsh			47.00
Robert Derrah			60.00	Gale Maschka			10.00
Mike Desautels			24.00	Joseph Mauro			41.00
Roland A. Desharnis			120.00	Stephen McBride			41.00
Thomas Desharnis			85.00	Bob McArdle			41.00
Dianne M. Deveau			10.00	Joseph W. McAuliffe			41.00
Angelo Dinardo			82.00	Sharon McClafferty			18.00
Tom Dipietro			40.00	Charles McLean			50.00
Don Dodge			96.00	William M. McNulty Jr.			36.00
Janet Downey			162.00	Tracy Meehan			60.00
Robert E. Dumont Jr.			50.00	John E. Melanson			41.00
ay Dumas			41.00	Bill Miller			25.00
Michael Durkin			46.00	John Miller			75.00
Kenneth Eldrige			87.00	William Miller			50.00
Emile J. Ethier			45.00	Roger Morrison			90.00
John Fahey			25.00	Dana Morrill			41.00
Timothy Fallon			56.00	James E. Mullin			45.00
Kate Farley			41.00	Dennis Murphy			40.00
Michael Fay			50.00	John Murphy			125.00
Mike Fitzpatrick			20.00	Steven Murphy			15.00
Ronald Fusco			15.00	Rob Nangle			66.00
George Freeman			41.00	Mary F. Norton			123.00

Name of Employee	Base Salary Incl. Longevity	Overtime	Annual Gross Salary	Name of Employee	Base Salary Incl. Longevity	Overtime	Annual Gross Salary
George O'Brien			75.00	Joan Wheeler			60.00
Patrick O'Leary			82.00	Ron Wood			87.00
James Oliver			65.00	Thomas Wourgiotis			25.00
Bob Oreal			46.00	David Wray			41.00
Daniel O'Rourke			41.00	Daniel Wrenn			50.00
James A. Panesis			82.00	Karen M. Zielinski			75.00
Joseph W. Paolilli Jr.			174.00	Thomas B. Hodgson			18,657.48
Christine Parke			10.00	Yolanda Luongo			20,282.50
Paul Paris			58.00	Norman Boudreau			13,200.00
Dan Patenaude			25.00	Barbara Flanagan			6,600.00
Marc F. Pelletier			75.00	Sheila Little			15,004.58
Charles Pendergast			41.00	Charles Stella			6,600.00
Edward Peterson			25.00	Margaret Tompkins			24,594.49
Barry L. Rhoads			29.00	Cynthia Trudeau			23,387.57
Robin Price			36.00	C. Frederiksen	26,397.00	990.60	27,927.60
Ken Pondelli			40.00	D. Brazee	13,905.84	555.88	14,461.72
Calvin G. Porter			82.00	Barbara Bernardi			2,700.00
Angelo Pistone			46.00	Lorraine Whynaught			24,725.78
Edward P. Peterson			25.00	Linda Curtis			17,656.47
Calvin Perry			41.00	Thomas Berube			13,000.00
Jerry Quaglia			50.00	Christine Patterson			2,346.62
Fred Polgreen			86.00	Peter Amari, Ptlm	33,111.28	204.73	33,316.01
Thomas F. Roach			41.00	John Barry, Ptlm	19,223.18	2,423.00	21,646.18
William Ritchie			57.00	Clifford Bolton, Insp.	27,720.46	2,356.45	30,076.91
Alex Robinson			41.00	Leonard Bolton, Ptlm	25,829.09	711.45	26,540.55
Pia Romano			15.00	Jerome Carr, Ptlm	19,191.51	1,463.36	20,654.87
George Roach			24.00	Robt. Carroll, Ptlm	28,925.55	4,589.57	33,515.12
Neville Rivet			36.00	Robt. Cook, Sgt.	39,904.67	109.89	40,014.56
Anthony M. Romano			37.50	Martin Cormier, Ptlm	29,255.65	2,860.14	32,115.78
Barry S. Rosen			75.00	Jos. DeLucia, Insp.	29,536.97	6,259.72	35,796.69
Ray Robitaille			25.00	A. Dicalogero, Ptlm	29,534.70	3,192.14	32,726.84
Tony Russo			50.00	Paul Doherty, Ptlm	29,531.33	3,627.82	33,159.15
Tom Ryser			41.00	Paul Gearty, Lt.	39,096.70	3,685.92	42,782.62
Helene Scott			80.00	Al Donovan, Ptlm	24,076.77	608.00	24,684.77
Michael H. Shanahan			41.00	Ralph Ford, Ptlm	30,107.27	5,131.54	35,238.81
Scott Shakley			24.00	Robt. Haines, Insp.	28,407.42	4,453.02	32,860.44
Charles Shlimon			28.00	George Hazel, Sgt.	30,895.64	5,960.97	36,856.61
Jon Sidorovich			41.00	Walter Jamieson, Lt.	40,470.76	9,124.23	49,594.99
Mark K. Singleton			110.00	Paul Johnson, Sgt.	36,804.73	5,655.69	42,460.42
Joyce Skiff			41.00	James Jones, Ptlm	26,650.99	300.12	26,951.11
Virginia Slagle			54.00	Walter Jop Jr., Sgt.	34,305.68	7,663.99	41,969.67
Peter W. Sloan			25.00	Ste. Kandrotas, Ptlm	31,363.03	3,923.91	35,286.94
Thomas Smith			75.00	Allan Landers, Ptlm	29,546.99	150.48	29,697.47
Charles W. Souza			65.00	Richard Landers, Sgt.	33,703.85	2,871.27	36,575.12
Daniel F. Sullivan			87.00	Wm. Latta, Ptlm	28,858.74	287.27	29,146.01
Michael Sullivan			63.00	Wn. Layne, Lt.	35,419.63	7,733.63	43,153.26
Brian A. Sullivan			41.00	Wm. Layne, Ptlm	30,076.94	3,503.78	33,580.72
Francis Summa			82.00	James Luz, Ptlm	32,515.28	4,536.86	37,052.14
Jodi Sutherland			60.00	John Mackey, Lt.	44,416.44	338.47	54,754.91
Richard K. Tabacco			58.00	Richard Mackey, Lt.	38,006.80	116.85	38,123.65
Stephen Tague			41.00	Debra Maguire, Ptlm	3,957.46	410.36	4,367.82
Gail Tatro			140.00	Edward Martin, Lt.	43,065.97	9,388.55	52,454.52
Thomas Teichman			25.00	James McKenna, Ptlm	30,069.84	4,732.55	34,802.39
Paul Thornton			40.00	J. Nickerson, Ptlm	3,936.81	281.85	4,218.66
Joyce Tibbetts			80.00	Henry Perry, Ptlm	29,515.00	3,682.27	33,197.27
Thomas F. Tobin			50.00	Dennis Peterson, Sgt.	33,684.48	9,276.12	42,960.60
Carl Torrice			46.00	John Powers, Ptlm	30,900.21	4,571.41	35,471.62
Tibor Toth			24.00	Paul Ringwood, Insp.	30,140.34	4,905.96	35,046.30
Brian Tremblay			30.00	Donald Ryan, Ptlm	29,560.46	1,250.23	30,810.69
Dan Trepanier			49.00	Allan Stephens, Ptlm	29,929.52	3,810.53	33,740.05
Joseph L. Tunstall			46.00	John Sullivan, Chief	56,991.65		56,991.65
Brian A. Urquhart			69.50	Roger Tanguay, Ptlm	19,212.36	2,811.06	22,023.42
Phil Vaccaro			41.00	Paul Thomas, Ptlm	23,501.75	3,130.59	26,632.34
Richard F. Valle			41.00	Robt. Westaway, Ptlm	24,728.16	3,811.23	28,539.39
Vance Von Kahl			18.00	M.E. Higginbotham, Sec.	19,184.30	704.02	19,888.32
Neil Whitehouse			65.00	Herb. Patterson, Jan.	2,730.74		2,730.74
Marc Whitehouse			41.00	Virginia Terrazzano, Sec.	10,446.72	474.77	10,921.49
Robert Whitcher			46.00	Robert Belida	21,081.50	4,830.71	25,912.21

Name of Employee	Base Salary Incl. Longevity	Overtime	Annual Gross Salary	Name of Employee	Base Salary Incl. Longevity	Overtime	Annual Gross Salary
William Blakeney, Jr.	23,418.26	61.12	23,479.38	Thomas Richter	21,652.08	445.09	22,097.17
Mamie Burke	16,999.82		16,999.82	Keith Ryan	18,962.73		18,962.73
William Burris, Jr.	41,275.38		41,275.38	Frank Sellars	19,101.10	1,089.09	20,190.19
Thomas Casey	20,715.64	565.32	21,280.96	James Shimkus	27,402.20	6,093.58	33,495.78
William Chandler, Jr.	26,568.84	4,234.18	30,803.02	James Shimkus, Jr.	50.00		50.00
Walter Collins	218.16		218.16	Richard Stoddard	24,125.52	6,857.14	30,982.66
Kevin Conlon	18,752.08	3,274.87	22,026.95	Clarence Stokes	3,860.00		3,860.00
Thomas Conlon	2,000.00		2,000.00	Timothy Stronach	18,226.18	2,768.41	20,994.59
Peter Cote	2,240.00		2,240.00	James Stoddard	50.00		50.00
Lorraine Cuskey	18,189.19		18,189.19	Donald Swan	50.00		50.00
John DeCosta	3,180.00		3,180.00	Robert Thibedeau	50.00		50.00
George DeRoche	27,151.89	6,274.90	33,426.79	Roger Trott	29,318.47	6,124.21	35,442.68
George Deshler	27,556.73	3,241.93	30,798.66	Jack Ward	18,771.47	3,512.49	22,283.96
Doris Doherty	14,461.40		14,461.40	Richard Westaway	25,662.79	5,113.73	30,776.52
Evelyn Doherty	22,069.29		22,069.29	William Wilkinson, Jr.	30,352.62	4,727.95	35,053.57
Peter Fawcett	20.00		20.00	Sandra Barbeau			31,957.43
Thomas Fiorello	3,831.36		3,831.36	Edwina Hudson			21,463.00
Michael Fletcher	35.00		35.00	Helen O'Donnell			16,236.48
Brian Gath	18,573.69	2,210.12	20,783.81	Eleanor Celino			14,040.17
Frank Giannetti	18,573.69	2,664.03	21,237.72	Elizabeth O'Keefe			2,112.75
Alfred Gray	31,235.05	1,029.53	32,264.58	Charles Coldwell			6,750.00
Walter Haley	29,464.78	2,722.47	32,187.25	William Hallisey			6,000.00
Royal Hudson	17,466.66	3,111.79	20,578.45	Charles Coppola			3,998.57
John Kane	34,021.67	1,480.91	35,502.58	Paul Sullivan			6,000.00
Lawrence Kane	18,732.69	2,943.94	21,676.63	James Manley			11,162.12
Paul Lambert	26,218.84	3,593.61	29,812.45	John J. Kelley, Jr.			3,998.57
Ernest Lightfoot	28,732.63	7,265.23	35,997.86	Thomas Girard			1,146.67
James Lightfoot	18,978.01	2,862.39	21,840.40	Brian Sheehan			1,354.95
Robert Mash	29,397.53	799.68	30,197.21	Sarah Jarossi			16,989.56
James Marshall	27,735.02	2,655.67	30,390.69	George Gibson			8,139.74
John P. McCarthy	32,230.39	1,625.70	33,856.09	Francis Coolidge			8,621.24
Linda Monahan	16,804.31		16,804.31	Bernice Sprague			25.20
James Nolan	27,888.62	1,744.77	29,633.39	Laura Stella			2,746.41
Robert Nolan	17,161.89	3,044.76	20,206.65	Walter Collins			17,662.43
Donald Prescott	29,119.82	1,442.10	30,561.92	Robert Willis			721.98
Clarence Richards	2,332.80	760.77	3,093.57	Warren Brothers			23,619.94

Name of Employee	Base Salary Incl. Longevity	Overtime	All Other	Annual Gross Salary
David Austin	28,233.99	7,323.01		35,557.00
Richard Barrelle	31,094.90	1,901.31		32,996.21
Robert Briggs	28,661.25	884.28		29,545.53
John Burris	28,766.43	1,169.15		29,935.58
William Chandler	34,549.71		38,118.08	72,667.79
Robert Collins	31,581.75	3,604.73		35,186.48
Gerald Colton	14,954.96	3,216.06	873.42	18,684.44
Stephen Cotugno	26,467.79	5,541.22		32,009.01
John Coviello	24,761.98	3,008.51	1,382.43	29,152.92
John Cuneo	37,526.38	8,530.34		46,056.72
Mary Daley	22,718.65	2,310.48		25,029.13
Cosmo DiBiase	26,144.41	2,577.99		28,722.40
Joseph Dogherty	8,101.50	2,530.55		10,632.05
Robert Dogherty	25,877.13	3,962.65	989.60	30,829.38
Daniel Donovan	23,527.68	5,130.25		28,657.93
Lawrence Driscoll	31,871.72	4,359.99		36,231.71
James Farley	27,721.38	6,258.07		33,979.45
John Field	30,445.63	9,928.95	1,138.12	41,512.70
Oscar Forero	19,799.77	3,049.99	399.20	23,248.96
Robert Fowler	34,183.60	8,000.86		42,184.46
Richard Gath	31,583.75	1,816.29		33,400.04
Russell Gourley, Jr.	28,296.25	2,694.81	537.67	31,528.73
James Graham	28,582.91	3,964.57		32,547.48
Donald Greer	36,567.55	6,078.70		42,646.25
Donald Greer, Jr.	8,101.50	2,283.98		10,385.48
Kenneth Holden	38,763.83	6,828.85		45,592.68
Grace Hudson	487.74	675.01		1,162.75
Mary Kane	24,741.65			24,741.65
Edward Kearns	26,144.41	5,274.08		31,418.49
David Levy	29,674.27	3,398.65	1,133.20	34,206.12

Name of Employee	Base Salary Incl. Longevity	Overtime	All Other	Annual Gross Salary
John Lightfoot	27,745.81	4,654.04		32,399.85
Robert Little	20,909.05	4,014.22		24,923.27
Richard Mackey, III	26,898.81	4,205.86		31,104.67
William Magro	6,531.93	3,806.08		10,338.01
Paul Mahoney	25,993.97	6,051.55	1,524.18	33,569.70
Kenneth Mallinson	24,699.76	3,205.68	1,444.65	29,350.09
William Millett	25,181.31	6,476.52	963.10	32,620.93
Constance Morris	22,105.82	5,663.70		27,769.52
James Morris	57,957.25			57,957.25
Robert Morris	27,061.26	253.31		27,314.57
Larry Nawn	15,412.33		9,997.39	25,409.72
Timothy Niven	20,619.83	3,612.35		24,232.18
John O'Neill	26,460.40	51.24		26,511.64
Richard O'Neill	27,526.61	6,552.47		34,079.08
Stephen Powers	21,877.23	2,762.32		24,639.55
Bruce Reed	29,725.07	3,064.72		32,789.79
James Ryan	29,369.82	2,415.57		31,785.39
Thomas Ryan	30,807.47	1,749.57		32,557.04
Richard Sheehan	26,380.55	166.21		26,546.76
Michael Sitar	23,260.47	4,718.50		27,978.97
Richard Starling	17,840.99		17,591.22	35,432.21
Barbara Sullivan	20,830.73	2,104.87		22,935.60
Kevin Sullivan	7,212.32			7,212.32
Jon Viscione	19,149.71	3,601.92		22,751.63
George Yost	28,807.96	3,467.27		32,275.23
Phillip Zerofski	30,612.39	4,239.12	581.58	35,433.09

NOTES

INDEX

APPEALS	41
APPOINTED COMMITTEES	3
APPOINTED OFFICERS	2
ARTS LOTTERY COUNCIL	40
ASSESSORS	65
AUDITOR	65
Balance Sheet	73
Expenditures	67
Receipts	65
APPROPRIATION RECAPITULATION	76
BIOGRAPHY	1
BIRTHS	41
BUILDING DEPARTMENT	49
CIVIL DEFENSE	51
DEATHS	41
DOG OFFICER	41
EARNINGS	82
ELECTION RESULTS — TOWN	5
ELECTION RESULTS — SPECIAL	14
ELECTED OFFICERS	2
FIRE DEPARTMENT	50
GOVERNMENT DISTRICTS	4
HEALTH BOARD	48
HOUSING AUTHORITY	43
IN MEMORIAM	(inside front cover)
LIBRARY TRUSTEES	47
MARRIAGES	41
PLANNING BOARD	40
POLICE DEPARTMENT	49
Roster	50
PUBLIC WORKS	52
RECREATION COMMISSION	46
REGISTRARS	41
SCHOOLS	
Committee Report	53
Staff	56
Superintendent's Report	54
General Information	53
SELECTMEN'S REPORT	39
SHAWSHEEN VALLEY TECHNICAL DISTRICT	62
STATE ELECTION	9
STATE PRIMARY	7
TOWN CLERK	41
TOWN COUNSEL	40
TOWN MEETINGS — WARRANTS	15
Specials — January 21, 1986	22
May 6, 1986	23
June 16, 1986	33
TREASURER-COLLECTOR	63
VETERAN'S SERVICES	42

**THUMBNAIL SKETCH OF PARLIAMENTARY PROCEDURE
FOR TEWKSBURY TOWN MEETING**

Compliments of LEAGUE OF WOMEN VOTERS OF TEWKSBURY

TYPE	MOTIONS	Can be Debated	Can be Amended	Can be Reconsidered	VOTE REQUIRED
Listed In Order of Preference	Adjourn sine die				Majority
	Adjourn to a fixed time or recess	X	X		Majority
	Fix the time for adjournment	X	X	X	Majority
	Question of privilege				None
Subsidiary	Lay on the table			X	Majority
	Previous question				Majority
	Limit or extend debate			X	2/3
	Postpone to a fixed time	X	X	X	Majority
Incidental	Amend	X	X	X	Majority
	Postpone indefinitely	X		X	Majority
	Point of order				None
	Appeal	X		X	Majority
	Withdraw or modify a motion				Majority
	Suspension of rules				2/3
	Main	X	X	X	See notes on following pg.
	Reconsider	*			2/3
	Rescind	*			Majority
	Take from the table				Majority

*Precedence of motion being reconsidered or rescinded and debatable to same extent.

At Your Service

AMBULANCE	851-7355	
Fire Department	851-7355	
Assessors, Town Hall	851-3028	
Auditor, Town Hall	851-7612	
Board of Registrars (Voter Info.)	851-2383	
Building Inspector (DPW Bldg., Whipple Rd.)	851-7461	
Community Action Committee		
Medical Transportation, Fuel Assistance	851-4342	
Dog Officer	851-4311	851-6421
FIRE DEPARTMENT		
To Report a Fire	851-7355	
Other Fire Information	851-7356	
Health Board, Town Hall	851-6371	
Rubbish Disposal	851-6321	
Housing Authority	851-7392	
Library, Harold J. Patten, Town Hall Ave.	851-6071	
Parking Clerk	851-2383	
Planning Board (DPW Bldg., Whipple Rd.)	851-9761	
Plumbing Inspector (DPW Bldg., Whipple Rd.)	851-7461	
POLICE DEPARTMENT, 935 Main Street	851-7373	
DEPARTMENT OF PUBLIC WORKS	851-7373	
Superintendent, Whipple Rd.	851-7341	
Highway, Whipple Rd.	851-7341	
Recreation Dept., Whipple Rd.	851-3161	
Sewer Dept., Whipple Rd.	851-7341	
Town Engineer, Whipple Rd.	851-7341	
Tree Department, Whipple Rd.	851-7341	
Water Dept., Whipple Rd.	851-2351	851-7341
For Emergenices, phone Police Dept.	851-7373	
School Department		
Athletic Director	851-6044	
Loella Dewing School, 1469 Andover St.	851-4316	
Heath Brook School, Shawsheen St.	851-9112	
Junior High School, 10 Victor Drive	851-3709	
Guidance Department	851-3411	
Lunch Program Supervisor	851-9121	
Memorial High School, 320 Pleasant St.	851-2011	851-2022
North Street School, 133 North St.	851-7376	
School Adjustment Counselors Office, Pleasant St.	851-3832	
Louise D. Trahan School, Salem Rd.	851-3119	
Superintendent of Schools, 1469 Andover St.	851-7347	
Town Cable TV Announcements - Don Stewart	851-0341	
Sealers of Weights & Measures	851-2055	
Selectmen, Town Hall	851-4311	
Senior Citizens Drop-In Center, Chandler St.	851-5949	
Town Clerk	851-2383	
Treasurer-Tax Collector, Town Hall	851-7366	
Veterans Agent, Town Hall	851-6441	
Voter Registration	851-2383	
Welfare Department, Lowell	454-8061	
CITIZENS' INFORMATION SERVICE		
Office of Secretary of State	1-800-392-6090	
State Representative, James Miceli	727-2380 (Boston)	
	727-2250 (Boston)	
Congressman, Edward Markey	1-800-442-2013 (Boston)	
Senator, Patricia McGovern	722-1612 (Boston)	